webjet.com.au

# Webjet Limited

**ABN 68 002 013 612**

**Annual report for the financial year ended 30 June 2008**

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# Corporate Information

**Registered Office**
Level 9
492 St Kilda Road
Melbourne Vic 3004
Phone: (03) 9820 9214
Email: webjet@webjet.com.au

**Share Registry**
Computershare Investor Services Pty Ltd
Level 5
115 Grenfell Street
Adelaide SA 5000
Phone: (08) 8236 2300

**Principal Administrative Office**
Level 9
492 St Kilda Road
Melbourne Vic 3004

**Company Secretary**
Rod Brandenburg
Level 9
492 St Kilda Road
Melbourne Vic 3004

**Solicitors**
Minter Ellison
525 Collins Street
Melbourne Vic 3001

**Auditors**
BDO Kendalls (SA)
248 Flinders Street
Adelaide SA 5000

**Bankers**
ANZ Bank
420 St Kilda Road
Melbourne Vic 3004

**Internet Address**
www.webjet.com.au

# Directors' report

The directors of Webjet Ltd submit herewith the annual financial report of the company and controlled entities for the financial year ended 30 June 2008. In order to comply with the provisions of the Corporations Act 2001, the directors report as follows:

## Information about the directors and senior management

The names and particulars of the directors of the company during or since the end of the financial year are:

| Name | Experience |
|---|---|
| Allan Nahum FCA, FICD, AAISA (Non Executive Chairman) | Former partner in the Melbourne based accounting and consulting firm HLB Mann Judd, with extensive experience in the profession as a business consultant. He has worked in the travel industry as an Auditor and Consultant for over 30 years. |
| David Clarke (Managing Director) | Held senior management positions with the Jetset travel group from 1977 to 1995. He is regarded as pioneering the introduction of wholesale packaging through distribution access in Australia and overseas, the development of an integrated franchise structure and one of the highest ranking travel brands in Australia in the 1990's. He has worked closely with most major airlines, including Qantas, British Airways, Ansett Australia, United Airlines and others over 25 years and is internationally recognised in the travel industry. |
| John Lemish BEc (Executive Operations Director) | With over 25 years experience in the travel industry, he has a wealth of operational experience. He was extensively involved in international operations in the UK and Europe, North America and Asia, and was responsible for the international buying of hotels and land suppliers globally. |
| Steven Scheuer BBus (Acc) (Non Executive Director) | After spending a number of years in public accounting practice, he established his own manufacturing and importing business using strong and well known clothing brand labels throughout Australia and New Zealand. |
| Chris Newman BEc, BComm (Non Executive Director) | Has had extensive experience over many years in investment analysis, stockbroking, mergers and acquisitions, and was instrumental in the original public listing of Webjet. Other directorships past and present include Gunns Limited, Coneco Limited, Austereo Group Limited and Prime Financial Group Limited. |
| John Guscic BEc, MBA (Non Executive Director) | Currently MD, Pacific region for Travelport (formerly Cendant TDS), John is responsible for Travelport's major brands - Galileo and GTA. He has been instrumental in identifying and shaping new business ventures; forging strong, strategic relationships and managing both multinational and local customer retention and growth. Prior to Travelport, John founded his own successful strategic consultancy advising Internet start-ups. |
| Don Clarke LLB (Hons) Appointed 10 January 2008 (Non Executive Director) | Is a partner in the Law firm Minter Ellison and has had extensive commercial experience. He has been associated with Webjet in his capacity as a senior legal advisor for some years. Other directorships past and present include Circadian Technologies Ltd and Metabolic Pharmaceuticals Ltd. |
| Dr Bernard Lochtenberg BE (Hons), D Phil, FTSE, HON LLD (Melb) (Resigned 28 November 2007) | Former Chairman of Orica Limited and Mental Health Research Institute. Former Director of Capral Aluminium Limited and Director of Melbourne University Private Ltd. |

The above named directors held office during the whole of the financial year and since the end of the financial year except for:

- Dr Ben Lochtenberg resigned 28 November 2007
- Don Clarke was appointed 10 January 2008

### Directors' shareholdings

The following table sets out each director's shareholding as at 30 June 2008, their relevant interest in shares and options in the company as at the date of this report.

| Directors | Fully paid ordinary shares Number | Share options Number |
|---|---|---|
| Allan Nahum | 722,925 | - |
| David Clarke | 15,443 | 1,000,000 |
| John Lemish | 2,172,088 | 750,000 |
| Chris Newman | 1,323,403 | - |
| John Guscic | 54,450 | - |
| Steven Scheuer | 6,349,788 | - |
| Don Clarke | 10,000 | - |

### Remuneration of directors and senior management

Information about the remuneration of directors and senior management is set out in the remuneration report of this Directors' Report, on page 6.

## Share options granted to directors and senior management

During and since the end of the financial year no share options have been granted to directors or senior management.

## Company secretary

Rod Brandenburg BCom, CPA held the joint position of Company Secretary and Chief Financial Officer at the end of the financial year and was appointed Company Secretary 25 September 2007 replacing Peter O'Sullivan. Mr Brandenburg has an extensive background in business consulting, financial control and management particularly within the technology sector.

## Principal activities

The principal activities of entities within the consolidated entity during the financial year were that of an electronic manager and marketer of travel and related services utilising the internet and other mediums. There have been no significant changes in the nature of those activities during the financial year.

## Review of Operations

The year ended 30 June 2008 has produced a profit before tax of $9.5 million (2007: $5.3 million) and net profit after tax of $9.4 million (2007 $4.0 million). During the year the company has experienced a growth in total transaction values of $80 million from $250M to $330M.

The year demonstrates the economic success of Webjet's increasing market footprint. Total transaction values increased by 32% relative to the same period last year. The results demonstrate the potential leverage of Webjet's low cost base, tightly controlled marketing expenditure and deliberately focused business plan.

| | 30 June 2008 $'M | 30 June 2007 $'M | 30 June 2006 $'M | 30 June 2005 $'M | 30 June 2004 $'M* |
|---|---|---|---|---|---|
| Total transaction values | 330 | 250 | 172 | 77 | 21 |
| Net profit before tax | 9.5 | 5.3 | 3.5 | 0.7 | (1.1) |
| Operating cash flow | 11.2 | 6.7 | 4.3 | 1.4 | (0.9) |

## Changes in state of affairs

There was no significant change in the state of affairs of the consolidated entity during the financial year.

## Other events

During the financial period a $10M credit facility with the ANZ Bank was arranged. The facility was not drawn against at any time and was terminated on the 11th of January 2008.

## Subsequent events

There has not been any matter or circumstance occurring subsequent to the end of the financial year that has significantly affected, or may significantly affect, the operations of the consolidated entity, the results of those operations, or the state of affairs of the consolidated entity in future financial years.

## Share buyback

During 2008 Webjet Ltd repurchased 215,355 shares for $299,183. The shares were repurchased at the prevailing market price on the dates of the buy-back.

## Future developments

Disclosure of information regarding likely developments in the operations of the consolidated entity in future financial years and the expected results of those operations is likely to result in unreasonable prejudice to the consolidated entity. Accordingly, this information has not been disclosed in this report.

## Dividends

A maiden final dividend for the year ended 30 June 2007 of $0.02 per share unfranked totalling $1.501M was paid on 15 October 2007. An interim dividend for the year ended 30 June 2008 of $0.02 per share unfranked totaling $1.497M was paid 18 April 2008. A final dividend of $0.03 per share franked to 100% has been declared by the directors for payment 9 October 2008.

## Shares under option or issued on exercise of options

Details of unissued shares or interests under option as at the date of this report are:

| Webjet Limited | Number of shares under option | Class of shares | Exercise price of option | Expiry date of options |
|---|---|---|---|---|
| David Clarke | 250,000 | ORD | $0.8997 | 30/03/2011 |
| David Clarke | 750,000 | ORD | $1.3365 | 30/03/2012 |
| John Lemish | 375,000 | ORD | $0.8997 | 30/03/2011 |
| John Lemish | 375,000 | ORD | $1.3365 | 30/03/2012 |
| Richard Noon | 1,000,000 | ORD | $1.3115 | 31/08/2013 |
| Richard Noon | 1,250,000 | ORD | $1.3480 | 31/08/2014 |

The holders of these options do not have the right, by virtue of the option, to participate in any share issue or interest issue of the company or of any other body corporate or registered scheme.

Details of shares or interests issued during or since the end of the financial year as a result of exercise of an option are:

| Webjet Limited | Number of shares issued | Class of shares | Amount paid for shares | Amount unpaid on shares |
|---|---|---|---|---|
| Richard Noon | 750,000 | ORD | $921,300 | - |
| Allan Nahum | 62,500 | ORD | $16,675 | - |

## Indemnification of officers and auditors

During the financial year, the company paid a premium in respect of a contract insuring the directors of the company (as named above), the company secretary and all executive officers of the company and of any related body corporate against a liability incurred as such a director, secretary or executive officer to the extent permitted by the Corporations Act 2001. The contract of insurance prohibits disclosure of the nature of the liability and the amount of the premium.

The company has not otherwise, during or since the end of the financial year, except to the extent permitted by law, indemnified or agreed to indemnify an officer or auditor of the company or of any related body corporate against a liability incurred as such an officer or auditor.

## Directors' meetings

The following table sets out the number of directors' meetings (including meetings of committees of directors) held during the financial year and the number of meetings attended by each director (while they were a director or committee member). During the financial year, 20 board meetings, 1 nomination and remuneration committee meeting and 5 audit and risk committee meetings were held.

| | Board of directors | | Nomination & remuneration committee | | Audit committee | |
|---|---|---|---|---|---|---|
| Directors | Held | Attended | Held | Attended | Held | Attended |
| Allan Nahum | 20 | 16 | 1 | 1 | 5 | 5 |
| David Clarke | 20 | 20 | - | - | - | - |
| Chris Newman | 20 | 16 | - | - | 5 | 5 |
| Steven Scheuer | 20 | 15 | - | - | - | - |
| Dr Bernard Lochtenberg | 12 | 8 | - | - | 1 | 1 |
| John Lemish | 20 | 20 | - | - | - | - |
| John Guscic | 20 | 15 | 1 | 1 | - | - |
| Don Clarke | 7 | 5 | - | - | 4 | 4 |

## Non-audit services

The Board of Directors, in accordance with advice from the Audit and Risk Committee, is satisfied that the provision of non-audit services during the year is compatible with the general standard of independence for auditors imposed by the Corporations Act 2001. The directors are satisfied that the services disclosed below did not compromise the external auditor's independence as the nature of the services provided do not compromise the general principles relating to auditor independence as set out in the Institute of Chartered Accountants in Australia and CPA Australia's Professional Statement F1: Professional Independence. The following fees for non-audit services were paid/payable to the external auditors or their associated entities during the year ended 30 June 2008:

| | BDO Kendalls (SA) | BDO Kendalls (QLD) |
|---|---|---|
| Taxation compliance services | $12,000 | |
| Taxation advice on research and development | | $5,980 |
| Other general services | $15,100 | |

## Auditor's independence declaration

The auditor's independence declaration has been received and is included on page 53 of the annual report.

## Rounding off of amounts

The company is a company of the kind referred to in ASIC Class Order 98/0100, dated 10 July 1998, and in accordance with that Class Order amounts in the directors' report and the financial report are rounded off to the nearest thousand dollars, unless otherwise indicated.

## Remuneration report

This remuneration report, which forms part of the directors' report, sets out information about the remuneration of Webjet Limited's directors and its senior management for the financial year ended 30 June 2008. The prescribed details for each person covered by this report are detailed below under the following headings:

- director and senior management details
- remuneration policy
- remuneration of directors and senior management
- service and employment agreements of key executives.

### Director and senior management details

The following persons acted as directors of the company during or since the end of the financial year:

- Allan Nahum
- David Clarke
- John Lemish
- Chris Newman
- Steven Scheuer
- John Guscic
- Don Clarke (Appointed 10January 2008)
- Bernard Lochtenberg (Retired 28 November 2007)

The term 'senior management' is used in this remuneration report to refer to the following persons. Except as noted, the named persons held their current position for the whole of the financial year and since the end of the financial year:

- Richard Noon (Chief Executive Officer)
- Rod Brandenburg (Chief Financial Officer – Appointed 9 July 2007)
- Alex Orlov (Chief Technology Officer)
- David Galt (Online Marketing Manager – Appointed 23 July 2007)
- Peter O'Sullivan (Chief Financial Officer – Resigned 30 September 2007)
- Dean Maidment (Online Marketing Manager – Resigned 7 September 2007)

### Remuneration philosophy

The consolidated entity's remuneration policy seeks to ensure that:

1. it is able to attract and retain management and operating staff with a particular and specialised mix of marketing, commercial and technical skills appropriate for its business plan. This blend of skills is sought from a competitive environment where there is limited supply.
2. remuneration is competitive with the appropriate incentives for continued employment, which, in turn, is an important component in the protection of the company's intellectual property which provides part of the company's competitive edge.
3. the interests of management and general operating staff reflect a close alignment with the interests of shareholders.

The company has accordingly, in place, a range of incentive programs at all levels, relative to certain KPIs which relate to quality standards, cost management and budget achievement.

The company does not subscribe, at senior level, to the philosophy of excessive 'at risk components' at a cash salary level and considers a more appropriate methodology is to limit the 'at risk component' to a meaningful but not excessive level. Put more succinctly, it considers total employment should be 'at risk' if performance does not deliver prescribed results.

The company monitors remuneration levels through industry comparisons, market intelligence and comparative data of publicly listed companies and takes external specific advice from specialists when considered necessary.

**Remuneration of directors and senior management**

| 2008 | Short-term employee benefits: Salary & fees $ | Short-term employee benefits: Bonus $ | Short-term employee benefits: Non-monetary $ | Short-term employee benefits: Other $ | Post-employment benefits: Superannuation $ | Other long-term employee benefits $ | Share-based payment: Options & rights $ | Total $ |
|---|---|---|---|---|---|---|---|---|
| **Non-executive directors** | | | | | | | | |
| Allan Nahum | 22,500 | - | - | - | 81,666 | - | 13,960 | 118,126 |
| Chris Newman | 35,091 | - | - | - | 3,158 | - | - | 38,249 |
| Steven Scheuer | 12,538 | - | - | - | 15,295 | - | - | 27,833 |
| John Guscic | 23,275 | - | - | - | 1,225 | - | - | 24,500 |
| Don Clarke | 19,123 | - | - | - | 1,211 | - | - | 20,334 |
| Bernard Lochtenberg | 27,083 | - | - | - | - | - | - | 27,083 |
| | 139,610 | - | - | - | 102,555 | - | 13,960 | 256,125 |
| **Executive officers** | | | | | | | | |
| David Clarke | 382,600 | 27,000 | - | - | 96,000 | - | - | 505,600 |
| Richard Noon | 196,073 | 25,000 | - | - | 75,000 | - | 183,306 | 479,379 |
| John Lemish | 108,500 | 65,000 | - | - | 84,000 | - | - | 257,500 |
| Rod Brandenburg | 171,183 | - | - | - | 15,407 | - | - | 186,590 |
| Alex Orlov | 131,498 | 20,000 | - | - | 11,835 | - | 2,683 | 166,016 |
| Dave Galt | 103,458 | - | - | - | 9,311 | - | - | 112,769 |
| Peter O'Sullivan | 56,765 | 30,000 | - | - | 3,922 | - | 6,205 | 96,892 |
| Dean Maidment | 78,741 | 20,000 | - | - | 7,087 | - | 1,030 | 106,858 |
| | 1,228,818 | 187,000 | - | - | 302,562 | - | 193,224 | 1,911,604 |

| 2007 | Short-term employee benefits: Salary & fees $ | Short-term employee benefits: Bonus $ | Short-term employee benefits: Non-monetary $ | Short-term employee benefits: Other $ | Post-employment benefits: Superannuation $ | Other long-term employee benefits $ | Share-based payment: Options & rights $ | Total $ |
|---|---|---|---|---|---|---|---|---|
| **Non-executive directors** | | | | | | | | |
| Allan Nahum | 32,492 | - | - | - | 44,591 | - | 69,423 | 146,506 |
| Chris Newman | 9,557 | - | - | - | 860 | - | - | 10,417 |
| Steven Scheuer | 19,495 | - | - | - | 6,755 | - | - | 26,250 |
| John Guscic | 11,468 | - | - | - | 1,032 | - | - | 12,500 |
| Bernard Lochterberg | 40,600 | - | - | - | - | - | - | 40,000 |
| | 113,612 | - | - | - | 53,238 | - | 69,423 | 235,673 |
| **Executive officers** | | | | | | | | |
| David Clarke | 314,700 | 10,000 | - | - | 78,000 | - | 13,401 | 416,101 |
| Richard Noon | 136,462 | - | - | - | 105,000 | - | 256,211 | 497,673 |
| John Lemish | 77,387 | 20,000 | - | - | 105,113 | - | 6,701 | 209,201 |
| Peter O'Sullivan | 122,324 | - | - | - | 11,009 | - | 44,805 | 178,138 |
| Dean Maidment | 137,615 | - | - | - | 12,385 | - | 14,803 | 164,803 |
| | 788,488 | 30,000 | - | - | 311,507 | - | 335,921 | 1,465,916 |

The following key management personnel were granted a cash bonus during the year ended 30 June 2008 based on group perfomance against budget for 2007 and upon certain service anniversaries. 100% of the bonuses payable for the year vested with the employees, there were no amounts forfeited except those for anniversaries where the employee was no longer employed by the group.

| | |
|---|---|
| David Clarke | $27,000 |
| Richard Noon | $25,000 |
| John Lemish | $65,000 |
| Alex Orlov | $20,000 |
| Peter O'Sullivan | $30,000 |
| Dean Maidment | $20,000 |

**Schedule of bonuses**

| | Total Cash Bonus at Risk | Achievement of 2008 Group Budget | Payable on Reaching Anniversary of Service | Next Anniversary of Service |
|---|---|---|---|---|
| D Clarke | 100,000 | 50,000 | 50,000 | March 2009 |
| R Noon | 100,000 | 70,000 | 30,000 | June 2009 |
| J Lemish | 50,000 | 25,000 | 25,000 | March 2009 |
| R Brandenburg | 45,000 | 20,000 | 25,000 | July 2009 |
| A Orlov | 40,000 | 20,000 | 20,000 | May 2009 |
| D Galt | 35,000 | 20,000 | 15,000 | August 2008 |

## Bonuses and share-based payments granted as compensation for the current financial year

### Bonuses

The Webjet bonus plan is based on a combination of the company achieving the board approved budget for the year as well as reaching certain anniversaries of service.

### Employee share option plan

The Webjet share option plan is no longer in existence with no further options issued during the year. The payments noted above are as a result of amounts expensed in the profit and loss as a result of those issued in prior years. The board has no intention of re-instating the plan at this time.

### Tax deferred shares

There were no tax deferred shares granted to staff in the year ended June 2008 (2007: 37,500). The company has no intention of granting any further tax deferred shares at this time.

During the financial year, the following share-based payment arrangements were in existence

| Options series | Grant date | No of options | Exercise price | Expiry date | Grant date fair value | Vesting date |
|---|---|---|---|---|---|---|
| D Clarke (a) | 10/11/2004 | 250,000 | 0.6997 | 30/03/2011 | 0.0504 | 31/03/2006 |
| J Lemish (a) | 10/11/2004 | 375,000 | 0.6997 | 30/03/2011 | 0.0504 | 31/03/2006 |
| D Clarke (a) | 10/11/2004 | 750,000 | 1.3365 | 30/03/2012 | 0.0568 | 31/03/2007 |
| J Lemish (a) | 10/11/2004 | 375,000 | 1.3365 | 30/03/2012 | 0.0568 | 31/03/2007 |
| A Nahum (b) | 2/11/2005 | 62,500 | 0.2666 | Exercised | 1.0522 | 1/11/2007 |
| R Noon – Tranche 1 (c) | 7/03/2006 | 750,000 | 1.2284 | Exercised | 0.2812 | 1/09/2007 |
| R Noon – Tranche 2 (c) | 7/03/2006 | 1,000,000 | 1.3115 | 31/08/2013 | 0.2420 | 1/09/2008 |
| R Noon – Tranche 3 (c) | 7/03/2006 | 1,250,000 | 1.3480 | 31/08/2014 | 0.3500 | 1/09/2009 |

(a) These options vest on the dates indicated as long as the employee remains in employment of the entity until the vesting date.

(b) There are no vesting conditions to these options

(c) Tranche 1 – 50% vests if company achieves board determined budget for 2007, 50% vest if remains in employment at 30 June 2007. Tranche 2 – 50% vests if company achieves board determined budget for 2008, 50% vest if remains in employment at 30 June 2008. Tranche 3 – 50% vests if company achieves board determined budget for 2009, 50% vest if remains in employment at 30 June 2009.

During the year, the following directors and senior management exercised options that were granted to them as part of their compensation. Each option converts into one ordinary share of Webjet Ltd.

| Name | No. of options exercised | No. of ordinary shares of Webjet Ltd issued | Amount paid | Amount unpaid |
|---|---|---|---|---|
| Richard Noon | 750,000 | 750,000 | $921,300 | 0 |
| Allan Nahum | 62,500 | 62,500 | $16,675 | 0 |

## Unexercised Options over Ordinary Shares

Details of unissued shares or interests under option held by directors or senior executives as at the date of this report are:

| | Number of shares under option | Class of shares | Exercise price of option | Expiry date of options |
|---|---|---|---|---|
| David Clarke | 250,000 | ORD | $0.6997 | 30/03/2011 |
| David Clarke | 750,000 | ORD | $1.3365 | 30/03/2012 |
| John Lemish | 375,000 | ORD | $0.6997 | 30/03/2011 |
| John Lemish | 375,000 | ORD | $1.3365 | 30/03/2012 |
| Richard Noon | 1,000,000 | ORD | $1.3115 | 31/08/2013 |
| Richard Noon | 1,250,000 | ORD | $1.3480 | 31/08/2014 |

### Service and employment agreements of key executives

The following table sets out the key elements of the senior executive service agreements.

| | Agreement Date | Term (Years) | Notice Period | Termination Payment | Base Salary (Inc Superannuation) | Salary at Risk | Possible Total |
|---|---|---|---|---|---|---|---|
| D Clarke | 19 March 2008 | 3 | 12 Months | 12 Months in lieu of notice | 550,000 | 100,000 | 650,000 |
| R Noon | 7 March 2007 | 3 | 6 Months | 6 Months in lieu of notice | 345,000 | 100,000 | 445,000 |
| J Lamish | 1 April 2006 | 3 | 6 Months | 6 Months in lieu of notice | 200,000 | 50,000 | 250,000 |
| R Brandenburg | 19 June 2007 | 3 | 6 Months | 6 Months in lieu of notice | 205,000 | 45,000 | 250,000 |
| A Orlov | 1 May 2007 | 3 | 6 Months | 6 Months in lieu of notice | 160,000 | 40,000 | 200,000 |
| D Gall | 7 May 2007 | 1 | 1 Month | 1 Month in lieu of notice | 130,000 | 35,000 | 165,000 |

### Remuneration philosophy

The board monitors and reviews the performance of executive directors (including the Managing Director) as well as the performance of key senior management. The Board receives regular updates on the performance of Webjet as a whole. The Chairman of the company endeavours to implement change at a Board level to incorporate recommendations that flow out of this review process. The company has in place a Nomination and Remuneration Committee which seeks to ensure that the Company's remuneration levels are appropriately aimed at delivering maximum benefit for the Company. The Nomination and Remuneration Committee has responsibility for ensuring that the company:

- Has coherent remuneration policies and practices to attract and retain executives and directors who will create value for shareholders;
- Observes those remuneration policies and practices; and
- Fairly and responsibly rewards executives having regard to the performance of Webjet, the performance of the executives and the general pay environment.

**Remuneration Committee**

The current members of the Nomination and Remuneration Committee are the independent directors John Guscic (Chairman) and Allan Nahum. The Committee receives external assistance and advice to assist it in determining appropriate levels of remuneration for the directors of the Company.

**Senior Management and Executive Director Remuneration**

The Webjet group aims to reward executives with a level and mix of remuneration commensurate with their position and responsibilities within the company and so as to:

- reward executives for company, business unit and individual performance against targets set by reference to appropriate benchmarks;
- align the interests of executives with those of shareholders;
- link reward with the strategic goals and performance of the company; and
- ensure total remuneration is competitive by market standards.

Remuneration consists of the following key elements:

- fixed remuneration; and
- incentive remuneration in the form of performance and retention bonuses.

The proportion of fixed remuneration and variable remuneration is established for each executive by the Managing Director in consultation with the Nomination and Remuneration Committee. The proportion of fixed remuneration and variable remuneration is established for the Managing Director by the Nomination and Remuneration Committee.

**Non-executive director remuneration**

The Board seeks to set aggregate remuneration at a level which provides the company with the ability to attract and retain directors of the highest calibre, whilst incurring a cost which is acceptable to shareholders. When setting fees for individual directors, account is taken of the responsibilities inherent in stewardship of the consolidated entity and the demands made of directors in the discharge of their responsibilities.

The board is remunerated as follows:

| Responsibility | Total Remuneration |
|---|---:|
| Chairman (No additional fees) | 90,000 |
| Board Member | 24,000 |
| *Additional committee fees* | |
| Audit Committee | 20,000 |
| Nomination and remuneration committee | 5,000 |

### Fixed remuneration

The level of fixed remuneration is set so as to provide a base level of remuneration which is both appropriate to the position and is competitive in the market. Fixed remuneration is reviewed annually by the Nomination and Remuneration Committee and the process consists of a review of company-wide, business unit and individual performance, relevant comparative remuneration in the market and internal and, where appropriate, external advice on policies and practices.

Senior executives are given the opportunity to receive their fixed (primary) remuneration as either cash or superannuation. It is intended that the manner of payment chosen will be optimal for the recipient without creating undue cost for the company.

### Variable remuneration

The company has implemented a bonus plan that seeks to incentivise and retain it's key executives by rewarding company and individual performance in addition to completed service.

Signed in accordance with a resolution of the directors made pursuant to s.298 (2) of the Corporations Act 2001.
On behalf of the directors

**Allan Nahum (Chairman)**
6 August 2008

# Corporate governance statement

The Board of Directors are responsible for corporate governance of the company and its controlled entities. The Board considers good corporate governance a matter of high importance and aims for best practice in the area of corporate governance. This section describes the main corporate governance practices of the company.

In reviewing the corporate governance structure of Webjet, the Board have reviewed and considered the ASX Corporate Governance Councils' recommendations. Comment is made where key principles are not followed due to the size and nature of Webjet.

## Board Responsibilities

The Board's key responsibilities are:

- oversight of the operation of the group including establishing, reviewing and changing corporate strategies;
- ensuring that appropriate internal control, reporting, risk management and compliance frameworks are in place;
- appointing, removing, reviewing and monitoring the performance of the Managing Director to whom the Board have delegated the day to day management of the group;
- approval of the annual report (including the financial report), the budget and the business plan of the group;
- regular (at present at least monthly) review of the group's performance against the budget and the business plan;
- approving material contractual arrangements including all major investments and strategic commitments;
- making decisions concerning the group's capital structure, the issue of any new securities and the dividend policy;
- establishing and monitoring appropriate committees of the Board including the audit and risk committee and the remuneration committee;
- reporting to shareholders; and
- ensuring the company's compliance with all legal requirements including the ASX Listing Rules.

## Structure of Board

The maximum number of directors provided for by the Company's constitution is seven and the Company currently has seven directors on the Board. A director may be appointed by resolution passed at a general meeting or, in the case of casual vacancies, by the directors.

Potential additions to the Board are carefully considered by the Board prior to being nominated to shareholders or appointed as casual vacancies. The skills, experience and expertise of each of the directors are set out in the first section of the Annual Report.

The Board currently has four independent directors being Allan Nahum (Chairman), Chris Newman, John Guscic and Don Clarke. The current Board is sufficiently balanced to protect the interests of shareholders.
The Company facilitates and pays for directors and committee members to obtain professional independent advice if they require it.

## Code of Conduct

Webjet has a Code of Conduct as well as a number of internal policies and operating procedures aimed at providing guidance to directors, senior management and employees on the standards of personal and corporate behaviour required of all Webjet personnel. The Code of Conduct covers specific issues such as trading in Company securities by directors, officers and employees and also provides guidance on how to deal with business issues in a manner that is consistent with the Company's responsibilities to its shareholders.

## Audit and Risk Committee

The Board has appointed an Audit and Risk Committee that operates under a charter approved by the Board.

The Committee provides a direct link between the Board and the external audit function as well as directing the internal audit function. The Committee is responsible for reviewing and reporting to the Board that:

- the system of internal control which management has established effectively safeguards the assets of the consolidated entity;
- accounting records are properly maintained in accordance with statutory requirements;
- financial information provided to shareholders is accurate and reliable; and
- the external audit function is effective.
- the internal audit function is independent of management.

The Committee is responsible for the appointment of the external auditor and ensures that the incumbent firm (and the responsible service team) has suitable qualifications and experience to conduct an effective audit. The external audit partner will be required to rotate every five balance dates in accordance with Clerp 9 requirements.

The Audit and Risk Committee meets regularly to review the half-year and annual results of Webjet, and to review the audit process, and those representations made by management in support of monitoring Webjet's commitment to integrity in financial reporting. The Chief Financial Officer, Managing Director and the external auditors are invited to attend meetings of the Committee at the discretion of the Committee.

The members of the Audit and Risk Committee at the date of this annual report are the following non-executive directors of the Company: Chris Newman (Chairman of the Committee), Don Clarke and Allan Nahum.

## Business Risk Management

The Company endeavours at all times to minimise and effectively manage risk. The Audit and Risk Committee reviews the control systems and policies of the Company in relation to risk management on an ongoing basis and maintains a diagrammatic representation of the key operating and control systems of the company.

The Audit and Risk Committee reviews key matters of business risk management and ensures appropriate measures are in place to protect the assets of the Company including the security of its software, the security of its premises and the appropriate provisioning of insurance policies.

In addition, the Audit and Risk Committee regularly provides specific advice or recommendations to the Board regarding the existence and status of business risks that the Company faces.

## Nomination and Remuneration Committee Charter

The Nomination and Remuneration Committee is a committee of the Board of directors of Webjet Limited. The role of the Nomination and Remuneration Committee is not an executive role. The role of the Committee is to help the Board achieve its objective to ensure the company:

- has a Board of an effective composition, size and commitment to adequately discharge its responsibilities and duties;
- has coherent remuneration policies and practices to attract and retain executives and directors who will create value for shareholders;
- observe those remuneration policies and practices; and
- fairly and responsibly reward executives having regard to the performance of the group, the performance of the executives and the general pay environment.

The Nomination and Remuneration Committee is responsible for:

- identifying and recommending to the Board, nominees for membership of the Board;
- identifying and assessing the necessary and desirable competencies and characteristics for Board membership and regularly assessing the extent to which those competencies and characteristics are represented on the Board;
- developing and implementing processes to identify and assess necessary and desirable competencies and characteristics for Board members; and
- ensuring succession plans are in place to maintain an appropriate balance of skills on the Board and reviewing those plans.

Executive remuneration and incentive policies and practices are performance based and aligned with the group's vision, values and overall business objectives. In effect, the committee must give appropriate consideration to the Company's performance and objectives, employment conditions and remuneration relativities.

## Disclosure

The company's policy is that shareholders are informed of all major developments that impact on the Company. The Company treats its continuous disclosure obligations seriously and has a number of internal operating policies and principles (including the Code of Conduct referred to above) that are designed to promote responsible decision-making and timely and balanced disclosure.

The Board is ultimately responsible for ensuring compliance by senior management and employees of the Company with the Company policies and therefore requires that senior management and employees have an up to date understanding of ASX listing requirements. The Company also ensures that the directors and senior management obtain timely and appropriate external advice where necessary.

The Company currently places all relevant announcements made to the market including all past annual reports, policies including corporate governance together with related information on its website: www.webjet.com.au/About_us

Additionally, the Company ensures that its external auditor is represented at the annual general meeting to answer shareholder questions about the conduct of the audit and the preparation of the auditor's report.

## Performance and Remuneration

The Board reviews the performance of the executive directors including the Managing Director as well as the performance of key senior management. The Board receives regular updates of the performance of the group as a whole.

The Chairman of the Company endeavours to implement change at a Board level to incorporate recommendations that flow out of this review process.

As previously stated, the Company has in place a Nomination and Remuneration Committee which seeks to ensure that the company's remuneration levels are appropriate and aimed at delivering the maximum benefit for the Company.

The current members of the Nomination and Remuneration Committee are John Guscic and Allan Nahum. The Committee receives external assistance and advice to assist it in determining appropriate levels of remuneration for the directors of the Company.

Remuneration details of each of the directors and senior management are set out in the 'Remuneration Report' section of the Directors' Report.

BDO Kendalls

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**Independent Auditor's Report to the Members of Webjet Limited**

**Report on the Financial Report**

We have audited the accompanying financial report of Webjet Limited, which comprises the balance sheet as at 30 June 2008, and the income statement, statement of changes in equity and cash flow statement for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the directors' declaration for both Webjet Limited (the company) and the consolidated entity. The consolidated entity comprises the company and the entities it controlled at the year's end or from time to time during the financial year.

*Directors' Responsibility for the Financial Report*

The directors of the company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Act 2001. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances. In Note 2, the directors also state, in accordance with Accounting Standard AASB 101 *Presentation of Financial Statements*, that compliance with the Australian equivalents to International Financial Reporting Standards ensures that the financial report, comprising the financial statements and notes, complies with International Financial Reporting Standards.

*Auditor's Responsibility*

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal controls. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

*Independence*

In conducting our audit, we have complied with the independence requirements of the Corporations Act 2001. We confirm that the independence declaration required by the Corporations Act 2001 would be in the same terms if it had been given to the directors at the time that this auditor's report was made.

*Auditor's Opinion on the Financial Report*

(a) In our opinion the financial report of Webjet Limited is in accordance with the Corporations Act 2001, including:

(i) giving a true and fair view of the company's and consolidated entity's financial position as at 30 June 2008 and of their performance for the year ended on that date; and
(ii) complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Regulations 2001; and

(b) the financial report also complies with International Financial Reporting Standards as disclosed in Note 2.

**Report on the Remuneration Report**

We have audited the Remuneration Report included on pages 6 to 10 of the directors' report for the year ended 30 June 2008. The directors of the company are responsible for the preparation and presentation of the Remuneration Report in accordance with section 300A of the Corporations Act 2001. Our responsibility is to express an opinion on the Remuneration Report, based on our audit conducted in accordance with Australian Auditing Standards.

*Auditor's Opinion*

In our opinion, the Remuneration Report of Webjet Limited for the year ended 30 June 2008, complies with section 300A of the Corporations Act 2001.

**BDO Kendalls (SA)**
Chartered Accountants

**Gregory R Wiese**
Partner

6 August 2008

## Managing Director and Chief Financial Officer Declaration

The Managing Director and Chief Financial Officer of Webjet Limited declare that:

1. With regard to the integrity of the financial statements of Webjet Limited for the financial year ended 30 June 2008, that having made appropriate enquiries, in our opinion:

   (a) the financial records of Webjet Limited and of the entities whose financial statements are required to be included in its consolidated financial statements (the consolidated entity) for the financial year have been properly maintained in accordance with section 286 of the Corporations Act 2001; and

   (b) the financial reports of Webjet Limited and of the consolidated entity, being the financial statements and notes thereto, present a true and fair view, in all material respects of the financial position and performance of Webjet Limited and of the consolidated entity in accordance with section 297 of the Corporations Act 2001 and comply with relevant accounting standards, in all material respects, in accordance with section 296 of the Corporations Act 2001.

2. With regard to the risk management and internal compliance and control systems of Webjet Limited and the consolidated entity in operation as at 30 June 2008, that having made appropriate enquiries, within the context described in point 3 below, to the best of our knowledge and belief:

   (a) The statements made in 1(b) above regarding the integrity of the financial reports is founded on a sound system of risk management and internal compliance and control systems which, in all material respects, implement the policies adopted by the Board of Directors.

   (b) The risk management and internal compliance and control systems to the extent they relate to financial reporting are operating effectively, in all material respects.

   (c) Nothing has come to our attention since 30 June 2008 that would indicate any material change to the statements made in 1(a) and 1(b) above, and

3. The statements made in (2) above regarding the risk management and internal compliance and control systems are made within the following context:

   (a) These statements provide a reasonable, but not absolute, level of assurance and do not imply a guarantee against adverse events or more volatile outcomes arising in the future.

   (b) The design and operation of the risk management and internal compliance and control systems relating to financial reporting has been assessed primarily through the use of declarations by process owners who are responsible for those systems.

Dated 6 August 2008

..................................................................

**David Clarke (Managing Director)**

..................................................................

**Rod Brandenburg (Chief Financial Officer/Company Secretary)**

# Director's Declaration

The directors of the company declare that:

1. In the directors' opinion, the financial statements and notes, as set out on pages 18 to 52, are in accordance with the Corporations Act 2001 and:

   (a) comply with Accounting Standards and the Corporations Regulations 2001; and

   (b) give a true and fair view of the financial position as at 30 June 2008 and of the performance for the year ended on that date of the company and the Consolidated Entity;

2. That the directors have been given the declarations required by s.295A of the Corporations Act 2001; and

3. In the directors' opinion, there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

4. That the remuneration disclosures contained in the remuneration report comply with s300A of the Corporations Act 2001.

Signed in accordance with a resolution of directors made pursuant to s.295 (5) of the Corporations Act 2001.

On behalf of the Directors

..............................................

**Allan Nahum (Chairman)**

6 August 2008

# Index to the financial report

**Contents**

## Income statement
## for the financial year ended 30 June 2008

| | Note | Consolidated 2008 $'000 | Consolidated 2007 $'000 | Company 2008 $'000 | Company 2007 $'000 |
|---|---|---|---|---|---|
| **Continuing operations** | | | | | |
| **Revenue** | | | | | |
| Fees | | 23,166 | 15,715 | - | - |
| Other Income | | 358 | 180 | 8 | - |
| Interest Income | | 1,631 | 1,600 | 1,191 | 1,220 |
| Royalties | | - | - | 2,915 | 2,187 |
| | 4 | **25,155** | **17,495** | **4,114** | **3,407** |
| **Expenses** | | | | | |
| Employee benefits | | (5,105) | (3,363) | - | - |
| Option expenses | | (215) | (495) | - | - |
| Depreciation, amortisation and impairments | | (222) | (71) | - | - |
| Marketing expenses | | (5,826) | (4,918) | - | - |
| Operating costs | | (2,092) | (1,342) | - | - |
| Technology expenses | | (1,075) | (855) | - | - |
| Administrative expenses | | (495) | (765) | - | - |
| Directors' fees | | (211) | (185) | - | - |
| Professional fees | | (442) | (238) | (6) | - |
| **Profit before tax** | | **9,472** | **5,263** | **4,108** | **3,407** |
| Deferred tax expense | | 2,477 | (300) | 2,287 | (357) |
| Current tax expense | | (2,579) | (967) | (739) | (476) |
| Income tax (expense)/benefit | 5 | (102) | (1,267) | 1,548 | (833) |
| **Profit attributable to members of the Company** | | **9,370** | **3,996** | **5,656** | **2,574** |
| **Earnings per share** | | | | | |
| From continuing operations: | | | | | |
| Basic (cents per share) | 18 | 12.52 | 4.96 | | |
| Diluted (cents per share) | | 12.45 | 4.65 | | |

Notes to the financial statements are included on pages 23 to 52

# Balance sheet
## as at 30 June 2008

| | Note | Consolidated 2008 $'000 | Consolidated 2007 $'000 | Company 2008 $'000 | Company 2007 $'000 |
|---|---|---|---|---|---|
| **Current assets** | | | | | |
| Cash and cash equivalents | 23 | 21,049 | 20,125 | 7,265 | 17,754 |
| Trade and other receivables | 7 | 969 | 995 | 2,898 | 205 |
| Other financial assets | 8 | 6,873 | - | 6,873 | - |
| Other assets | 11 | 378 | 100 | - | - |
| **Total current assets** | | **29,269** | **21,220** | **16,836** | **17,959** |
| **Non-current assets** | | | | | |
| Other financial assets | 8 | | - | 5,568 | 5,568 |
| Property, plant and equipment | 9 | 825 | 514 | - | - |
| Deferred tax assets | 5 | 2,782 | 562 | 2,441 | 412 |
| Intangible assets | 10 | 4,153 | 3,641 | 4,153 | 3,641 |
| **Total non-current assets** | | **7,760** | **4,717** | **12,162** | **9,621** |
| **Total assets** | | **37,029** | **25,937** | **28,998** | **27,580** |
| **Current liabilities** | | | | | |
| Trade and other payables | 12 | 3,826 | 1,834 | - | 3,779 |
| Other liabilities | 14 | 172 | - | - | - |
| Current tax liabilities | 5 | 1,549 | 159 | 1,549 | - |
| Provisions | 13 | 500 | 195 | - | - |
| **Total current liabilities** | | **6,047** | **2,188** | **1,549** | **3,779** |
| **Non-current liabilities** | | | | | |
| Deferred tax liabilities | 5 | 963 | 809 | 963 | 809 |
| Provisions | 13 | 15 | 141 | - | - |
| **Total non-current liabilities** | | **978** | **950** | **963** | **809** |
| **Total liabilities** | | **7,025** | **3,138** | **2,512** | **4,588** |
| **Net assets** | | **30,004** | **22,799** | **26,486** | **22,992** |
| **Equity** | | | | | |
| Contributed equity | 15 | 23,069 | 22,194 | 23,069 | 22,194 |
| Reserves | 16 | 1,049 | 1,092 | 1,049 | 1,092 |
| Retained profits/(accumulated losses) | 17 | 5,886 | (487) | 2,368 | (294) |
| **Total equity** | | **30,004** | **22,799** | **26,486** | **22,992** |

Notes to the financial statements are included on pages 23 to 52.

# Statement of changes in equity for the financial year ended 30 June 2008

**Consolidated**

| | Fully paid ordinary shares $'000 | Retained profits/ (losses) $'000 | General Reserve $'000 | Option Reserve $'000 | Total $'000 |
|---|---|---|---|---|---|
| Balance at 30 June 2007 | 22,194 | (487) | - | 1,092 | 22,799 |
| **Changes** | | | | | |
| Profit for the year | - | 9,370 | - | - | 9,370 |
| Non cash issue | - | - | - | - | - |
| Transaction costs | - | - | - | - | - |
| Share buy-back | (300) | - | - | - | (300) |
| Share issue (exercise of options) | 937 | - | - | - | 937 |
| Cost of share placement | (19) | - | - | - | (19) |
| Dividends paid | - | (2,997) | - | - | (2,997) |
| **Transfers to and from reserves** | | | | | |
| Options exercised | 257 | - | - | (257) | - |
| **Recognition of share based payments** | | | | | |
| Options expense | - | - | - | 214 | 214 |
| **Sub-total** | 875 | 6,373 | - | (43) | 7,205 |
| **Balance at 30 June 2008** | 23,069 | 5,886 | - | 1,049 | 30,004 |
| | | | | | |
| Balance at 30 June 2006 | 30,155 | (4,483) | - | 705 | 26,377 |
| **Changes** | | | | | |
| Profit for the year | - | 3,996 | - | - | 3,996 |
| Non cash issue | 8 | - | - | - | 8 |
| Transaction costs | (63) | - | - | - | (63) |
| Share buy-back | (8,380) | - | - | - | (8,380) |
| Share issue (exercise of options) | 366 | - | - | - | 366 |
| **Transfers to and from reserves** | | | | | |
| Options exercised | 108 | - | - | (108) | - |
| **Recognition of share based payments** | | | | | |
| Options expense | - | - | - | 495 | 495 |
| **Sub-total** | (7,961) | 3,996 | - | 387 | (3,578) |
| Balance at 30 June 2007 | 22,194 | (487) | - | 1,092 | 22,799 |

Notes to the financial statements are included on pages 23 to 52.

# Statement of changes in equity for the financial year ended 30 June 2008

**Company**

| | Fully paid ordinary shares $'000 | Retained profits/ (losses) $'000 | General Reserve $'000 | Option Reserve $'000 | Total $'000 |
|---|---|---|---|---|---|
| Balance at 30 June 2007 | 22,194 | (294) | - | 1,092 | 22,992 |
| **Changes** | | | | | |
| Profit for the year | - | 5,659 | - | - | 5,659 |
| Non cash issue | - | - | - | - | - |
| Transaction costs | - | - | - | - | - |
| Share buy-back | (300) | - | - | - | (300) |
| Share issue (exercise of options) | 937 | - | - | - | 937 |
| Cost of share placement | (19) | - | - | - | (19) |
| Dividends paid | - | (2,997) | - | - | (2,997) |
| **Transfers to and from reserves** | | | | | |
| Options exercised | 257 | - | - | (257) | - |
| **Recognition of share based payments** | | | | | |
| Options expense | - | - | - | 214 | 214 |
| **Sub-total** | 875 | 2,662 | - | (43) | 3,494 |
| **Balance at 30 June 2008** | 23,069 | 2,368 | - | 1,049 | 26,486 |
| | | | | | |
| Balance at 30 June 2006 | 30,155 | (2,868) | - | 705 | 27,992 |
| **Changes** | | | | | |
| Profit for the year | - | 2,574 | - | - | 2,574 |
| Non cash issue | 8 | - | - | - | 8 |
| Transaction costs | (63) | - | - | - | (63) |
| Share buy-back | (8,380) | - | - | - | (8,380) |
| Share issue (exercise of options) | 366 | - | - | - | 366 |
| **Transfers to and from reserves** | | | | | |
| Options exercised | 108 | - | - | (108) | - |
| **Recognition of share based payments** | | | | | |
| Options expense | - | - | - | 495 | 495 |
| **Sub-total** | (7,961) | 2,574 | - | 387 | (5,000) |
| Balance at 30 June 2007 | 22,194 | (294) | - | 1,092 | 22,992 |

Notes to the financial statements are included on pages 23 to 52.

# Cash flow statement
## for the financial year ended 30 June 2008

| | Note | Consolidated 2008 $'000 | Consolidated 2007 $'000 | Company 2008 $'000 | Company 2007 $'000 |
|---|---|---|---|---|---|
| **Cash flows from operating activities** | | | | | |
| Receipts from customers | | 23,410 | 17,296 | - | - |
| Payments to suppliers and employees | | (12,905) | (12,007) | - | - |
| Interest received | | 1,493 | 1,460 | 1,314 | 1,080 |
| Income tax paid | | (778) | - | - | - |
| Net cash provided by/(used in) operating activities | 23 | **11,220** | **6,749** | **1,314** | **1,080** |
| **Cash flows from investing activities** | | | | | |
| Acquisition of property, plant and equipment | 9 | (533) | (420) | - | - |
| Acquisition of intangible assets | 10 | (512) | (1,189) | (512) | (1,189) |
| Purchase of floating rate notes | | (6,873) | - | (6,873) | - |
| Loans from controlled entities | | - | - | - | 7,952 |
| Loans to controlled entities | | - | - | (2,040) | - |
| Net cash (used in)/provided by investing activities | | **(7,918)** | **(1,609)** | **(9,425)** | **6,763** |
| **Cash flows from financing activities** | | | | | |
| Proceeds from issues of share capital | | 938 | 364 | 938 | 364 |
| Payment for share buy-back | | (300) | (8,380) | (300) | (8,380) |
| Payment for dividends | | (2,997) | - | (2,997) | - |
| Payment for transaction costs | | (19) | (63) | (19) | (63) |
| Net cash used in financing activities | | **(2,378)** | **(8,079)** | **(2,378)** | **(8,079)** |
| **Net increase in cash and cash equivalents** | | 924 | (2,939) | (10,489) | (236) |
| **Cash and cash equivalents at the beginning of the financial year** | | 20,125 | 23,064 | 17,754 | 17,990 |
| **Cash and cash equivalents at the end of the financial year** | 23 | **21,049** | **20,125** | **7,265** | **17,754** |

Notes to the financial statements are included on pages 23 to 52.

## 1. General information

Webjet Ltd (the company) is a public company listed on the ASX Limited, incorporated in Australia.

Webjet Ltd registered office and its principal place of business are as follows:

| **Registered office** | **Principal place of business** |
|---|---|
| Level 9 | Level 9 |
| 492 St Kilda Road | 492 St Kilda Road |
| Melbourne Victoria 3004 | Melbourne Victoria 3004 |

The financial report covers the consolidated entity of Webjet Limited and controlled entities, and Webjet Limited as an individual Company. Webjet Limited is a listed public company, incorporated and domiciled in Australia. The entity's principal activities are on-line travel agency

## 2. Statement of significant accounting policies

**Statement of compliance**

The financial report is a general purpose financial report which has been prepared in accordance with the Corporations Act 2001, Accounting Standards and Interpretations, and complies with other requirements of the law.

The financial report includes the separate financial statements of the company and the consolidated financial statements of the Group.

Accounting Standards include Australian equivalents to International Financial Reporting Standards ('A-IFRS'). Compliance with A-IFRS ensures that the financial statements and notes of the company and the Group comply with International Financial Reporting Standards ('IFRS').

The financial statements were authorised for issue by the directors on 6 August 2008.

**Basis of preparation**

The financial report has been prepared on an accruals basis and is based on historical costs modified by the revaluation of selected non-current assets, and financial assets and financial liabilities for which fair value basis of accounting has been applied. Cost is based on the fair values of the consideration given in exchange for assets.

**Critical accounting judgments and key sources of estimation uncertainty**

In the application of the Group's accounting policies, management is required to make judgments, estimates and assumptions about carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

**Adoption of new and revised Accounting Standards**

In the current year, the Group has adopted all of the new and revised Standards and Interpretations issued by the Australian Accounting Standards Board (the AASB) that are relevant to its operations and effective for the current annual reporting period. Details of the impact of the adoption of these new accounting standards are set out in the individual accounting policy notes set out below. The Group has also adopted the following Standards as listed below which only impacted on the Group's financial statements with respect to disclosure:

- AASB 101 'Presentation of Financial Statements (revised October 2006)
- AASB 7 'Financial Instruments: Disclosures'

The following significant accounting policies have been adopted in the preparation and presentation of the financial report:

**(a) Basis of consolidation**

The consolidated financial statements incorporate the financial statements of the Company and entities controlled by the Company (its subsidiaries) (referred to as 'the Group' in these financial statements). Control is achieved where the Company has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities.

In preparing these consolidated financial statements, all inter-company balances and transactions, amortisation and unrealised profits arising within the consolidated entity are eliminated in full. A controlled entity is an entity Webjet Limited has the power to control the financial and operating policies of so as to obtain benefits from its activities.

**2. Significant accounting policies (cont'd)**

**(b) Business combinations**

Acquisitions of subsidiaries and businesses are accounted for using the purchase method. The cost of the business combination is measured as the aggregate of the fair values (at the date of exchange) of assets given, liabilities incurred or assumed, and equity instruments issued by the Group in exchange for control of the acquiree, plus any costs directly attributable to the business combination. The acquiree's identifiable assets, liabilities and contingent liabilities that meet the conditions for recognition under AASB 3 'Business Combinations' are recognised at their fair values at the acquisition date, except for non-current assets (or disposal groups) that are classified as held for sale in accordance with AASB 5 'Non-current Assets Held for Sale and Discontinued Operations', which are recognised and measured at fair value less costs to sell.

Goodwill arising on acquisition is recognised as an asset and initially measured at cost, being the excess of the cost of the business combination over the Group's interest in the net fair value of the identifiable assets, liabilities and contingent liabilities recognised. If, after reassessment, the Group's interest in the net fair value of the acquiree's identifiable assets, liabilities and contingent liabilities exceeds the cost of the business combination, the excess is recognised immediately in profit or loss.

The interest of minority shareholders in the acquiree is initially measured at the minority's proportion of the net fair value of the assets, liabilities and contingent liabilities recognised.

**(c) Joint venture arrangements**

*Jointly controlled assets*

Interests in jointly controlled assets in which the Group is a venturer and has joint control are included in the financial statements by recognising the Group's share of jointly controlled assets (classified according to their nature), the share of liabilities incurred (including those incurred jointly with other venturers) and the Group's share of expenses incurred by or in respect of each joint venture. The Group also recognises income from the sale or use of output from the joint venture.

The Group's interests in assets where the Group does not have joint control are accounted for in accordance with the substance of the Group's interest. Where such arrangements give rise to an undivided interest in the individual assets and liabilities of the joint venture, the Group recognises its undivided interest in each asset and liability and classifies and presents those items according to their nature.

*Jointly controlled operations*

Where the Group is a venturer and so has joint control in a jointly controlled operation, the Group recognises the assets that it controls and the liabilities that it incurs, along with the expenses that it incurs and the Group's share of the income that it earns from the sale of goods or services by the joint venture.

*Jointly controlled entities*

Interests in jointly controlled entities in which the Group is a venturer (and so has joint control) are accounted for under the equity method in the consolidated financial statements and the cost method in the company financial statements.

Investments in jointly controlled entities where the Group is an investor but does not have joint control over that entity are accounted for as an available-for-sale financial asset [update as appropriate] or, if the Group has significant influence, by using the equity method.

**(d) Investments in associates**

An associate is an entity over which the Group has significant influence and that is neither a subsidiary nor an interest in a joint venture. Significant influence is the power to participate in the financial and operating policy decisions of the investee but is not control or joint control over those policies.

The results and assets and liabilities of associates are incorporated in these financial statements using the equity method of accounting, except when the investment is classified as held for sale, in which case it is accounted for in accordance with AASB 5 'Non-current Assets Held for Sale and Discontinued Operations'. Under the equity method, investments in associates are carried in the consolidated balance sheet at cost as adjusted for post-acquisition changes in the Group's share of the net assets of the associate, less any impairment in the value of individual investments.

Losses of an associate in excess of the Group's interest in that associate (which includes any long-term interests that, in substance, form part of the Group's net investment in the associate) are recognised only to the extent that the Group has incurred legal or constructive obligations or made payments on behalf of the associate.

Any excess of the cost of acquisition over the Group's share of the net fair value of the identifiable assets, liabilities and contingent liabilities of the associate recognised at the date of the acquisition is recognised as goodwill. The goodwill is included within the carrying amount of the investment and is assessed for impairment as part of that investment. Any excess of the Group's share of the net fair value of the identifiable assets, liabilities and contingent liabilities over the cost of the acquisition, after reassessment, is recognised immediately in profit or loss.

Where a group entity transacts with an associate of the Group, profits and losses are eliminated to the extent of the Group's interest in the relevant associate.

**2. Significant accounting policies (cont'd)**

**(e) Foreign currency**

The individual financial statements of each group entity are presented in its functional currency being the currency of the primary economic environment in which the entity operates. For the purpose of the consolidated financial statements, the results and financial position of each entity are expressed in Australian dollars, which is the functional currency of Webjet Ltd and the presentation currency for the consolidated financial statements.

In preparing the financial statements of the individual entities, transactions in currencies other than the entity's functional currency are recorded at the rates of exchange prevailing on the dates of the transactions. At each balance sheet date, monetary items denominated in foreign currencies are retranslated at the rates prevailing at the balance sheet date. Non-monetary items carried at fair value that are denominated in foreign currencies are retranslated at the rates prevailing on the date when the fair value was determined. Non-monetary items that are measured in terms of historical cost in a foreign currency are not retranslated.

**(f) Goods and services tax**

Revenues, expenses and assets are recognised net of the amount of goods and services tax (GST), except:

i. where the amount of GST incurred is not recoverable from the taxation authority, it is recognised as part of the cost of acquisition of an asset or as part of an item of expense; or
ii. for receivables and payables which are recognised inclusive of GST
iii. the presentation of total transaction values.

The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables. Cash flows are included in the cash flow statement on a gross basis. The GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified within operating cash flows.

**(g) Revenue**

Revenue from commission and booking fees on the sale of airline tickets and travel packages is recognised when the booking is made by the customer, payment has been received and the ticket has been issued.

The company does not carry the credit risk associated with the ticket sale. There is no credit risk associated with the service fee as the amount is received from the customer at the time of booking and is non-refundable. There is a credit risk associated with commissions, which are accrued on a ticketed basis (that is the consolidated entity has discharged it's obligation as an agent), but are generally only received once the customer has obtained the service from the third party service provider.

Dividend revenue from investments is recognised when the Group's right to receive payment has been established. Interest revenue is accrued on a time basis, by reference to the principal outstanding and at the effective interest rate applicable.

The royalty income is recognised as a set fee at the time a booking is made. The royalty is paid by Webjet Marketing Pty Ltd to Webjet Ltd in accordance with a licence agreement.

**(h) Government grants**

Government grants that are receivable as compensation for expenses or losses already incurred or for the purpose of giving immediate financial support to the Group with no future related costs are recognised as income of the period in which it becomes receivable.

**(i) Share-based payments**

Equity-settled share-based payments with employees and others providing similar services are measured at the fair value of the equity instrument at the grant date. Fair value is measured by use of a binomial model. The expected life used in the model has been adjusted, based on management's best estimate, for the effects of non-transferability, exercise restrictions, and behavioural considerations.

The fair value determined at the grant date of the equity-settled share-based payments is expensed on a straight-line basis over the vesting period, based on the Group's estimate of equity instruments that will eventually vest. At each reporting date, the Group revises its estimate of the number of equity instruments expected to vest. The impact of the revision of the original estimates, if any, is recognised in profit or loss over the remaining vesting period, with corresponding adjustment to the equity-settled employee benefits reserve.

Equity-settled share-based payment transactions with other parties are measured at the fair value of the goods and services received, except where the fair value cannot be estimated reliably, in which case they are measured at the fair value of the equity instruments granted, measured at the date the entity obtains the goods or the counterparty renders the service.

For cash-settled share-based payments, a liability equal to the portion of the goods or services received is recognised at the current fair value determined at each reporting date.

**2. Significant accounting policies (cont'd)**

**(j) Income tax**

*Current tax*

Current tax is calculated by reference to the amount of income taxes payable or recoverable in respect of the taxable profit or tax loss for the period. It is calculated using tax rates and tax laws that have been enacted or substantively enacted by reporting date. Current tax for current and prior periods is recognised as a liability (or asset) to the extent that it is unpaid (or refundable).

*Deferred tax*

Deferred tax is accounted for using the balance sheet liability method. Temporary differences are differences between the tax base of an asset or liability and its carrying amount in the balance sheet. The tax base of an asset or liability is the amount attributed to that asset or liability for tax purposes.

In principle, deferred tax liabilities are recognised for all taxable temporary differences. Deferred tax assets are recognised to the extent that it is probable that sufficient taxable amounts will be available against which deductible temporary differences or unused tax losses and tax offsets can be utilised. However, deferred tax assets and liabilities are not recognised if the temporary differences giving rise to them arise from the initial recognition of assets and liabilities (other than as a result of a business combination) which affects neither taxable income nor accounting profit. Furthermore, a deferred tax liability is not recognised in relation to taxable temporary differences arising from the initial recognition of goodwill.

Deferred tax liabilities are recognised for taxable temporary differences associated with investments in subsidiaries and associates and interests in joint ventures except where the Group is able to control the reversal of the temporary differences and it is probable that the temporary differences will not reverse in the foreseeable future. Deferred tax assets arising from deductible temporary differences associated with these investments and interests are only recognised to the extent that it is probable that there will be sufficient taxable profits against which to utilise the benefits of the temporary differences and they are expected to reverse in the foreseeable future.

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply to the period(s) when the asset and liability giving rise to them are realised or settled, based on tax rates (and tax laws) that have been enacted or substantively enacted by reporting date. The measurement of deferred tax liabilities and assets reflects the tax consequences that would follow from the manner in which the Group expects, at the reporting date, to recover or settle the carrying amount of its assets and liabilities.

Deferred tax assets and liabilities are offset when they relate to income taxes levied by the same taxation authority and the company/Group intends to settle its current tax assets and liabilities on a net basis.

*Current and deferred tax for the period*

Current and deferred tax is recognised as an expense or income in the income statement, except when it relates to items credited or debited directly to equity, in which case the deferred tax is also recognised directly in equity, or where it arises from the initial accounting for a business combination, in which case it is taken into account in the determination of goodwill on excess.

*Tax consolidation*

The company and all its wholly-owned Australian resident entities became part of a tax-consolidated group 1 July 2007 under Australian taxation law. Webjet Limited is the head entity in the tax-consolidated group. Tax expense/income, deferred tax liabilities and deferred tax assets arising from temporary differences of the members of the tax-consolidated group are recognised in the separate financial statements of the members of the tax-consolidated group using the 'separate taxpayer within group' approach by reference to the carrying amounts in the separate financial statements of each entity and the tax values applying under tax consolidation. Current tax liabilities and assets and deferred tax assets arising from unused tax losses and relevant tax credits of the members of the tax-consolidated group are recognised by the company (as head entity in the tax-consolidated group).

Due to the existence of a tax funding arrangement between the entities in the tax-consolidated group, amounts are recognised as payable to or receivable by the company and each member of the group in relation to the tax contribution amounts paid or payable between the parent entity and the other members of the tax-consolidated group in accordance with the arrangement.

**(k) Cash and cash equivalents**

Cash comprises cash on hand and demand deposits. Cash equivalents are short-term, highly liquid investments that are readily convertible to known amounts of cash, which are subject to an insignificant risk of changes in value and have a maturity of six months or less at the date of acquisition. Bank overdrafts are shown within borrowings in current liabilities in the balance sheet.

**(l) Financial assets**

Investments are initially measured at fair value net of transactions costs. Subsequent to initial recognition, investments in subsidiaries are measured at cost.

**2. Significant accounting policies (cont'd)**

Other financial assets are classified into the following specified categories: financial assets 'at fair value through profit and loss', 'held-to-maturity' investments, 'available-for-sale' financial assets, and 'loans and receivables'. The classification depends on the nature and purpose of the financial assets and is determined at the time of initial recognition.

Investments are recognised and derecognised on trade date where the purchase or sale of an investment is under a contract whose terms require delivery of the investment within the timeframe established by the market concerned, and are initially measured at fair value, net of transaction costs except for those financial assets classified as at fair value through profit or loss which are initially measured at fair value.

Other financial assets are classified into the following specified categories: financial assets 'at fair value through profit or loss', 'held-to-maturity investments', 'available-for-sale' financial assets, and 'loans and receivables'. The classification depends on the nature and purpose of the financial assets and is determined at the time of initial recognition.

*Effective interest method*

The effective interest method is a method of calculating the amortised cost of a financial asset and of allocating interest income over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash receipts (including all fees on points paid or received that form an integral part of the effective interest rate, transaction costs and other premiums or discounts) through the expected life of the financial asset, or, where appropriate, a shorter period.

Income is recognised on an effective interest rate basis for debt instruments other than those financial assets 'at fair value through profit or loss'.

*Available-for-sale financial assets*

Certain financial assets such as floating rate notes held by the Group are classified as being available-for-sale and are stated at fair value. Gains and losses arising from changes in fair value are recognised directly in the investments revaluation reserve with the exception of impairment losses, interest calculated using the effective interest method and foreign exchange gains and losses on monetary assets which are recognised directly in profit or loss. Where the investment is disposed of or is determined to be impaired, the cumulative gain or loss previously recognised in the investments revaluation reserve is included in profit or loss for the period.

Dividends on available-for-sale equity instruments are recognised in profit and loss when the Group's right to receive the dividends is established.

The fair value of available-for-sale monetary assets denominated in a foreign currency is determined in that foreign currency and translated at the spot rate at reporting date. The change in fair value attributable to translation differences that result from a change in amortised cost of the asset is recognised in profit or loss, and other changes are recognised in equity.

*Loans and receivables*

Trade receivables, loans, and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loans and receivables'. Loans and receivables are measured at amortised cost using the effective interest method less impairment.

Interest income is recognised by applying the effective interest rate.

*Impairment of financial assets*

Financial assets, other than those at fair value through profit or loss, are assessed for indicators of impairment at each balance sheet date. Financial assets are impaired where there is objective evidence that as a result of one or more events that occurred after the initial recognition of the financial asset the estimated future cash flows of the investment have been impacted.

For financial assets carried at amortised cost, the amount of the impairment is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the original effective interest rate. The carrying amount of financial assets including uncollectible trade receivables is reduced by the impairment loss through the use of an allowance account. Subsequent recoveries of amounts previously written off are credited against the allowance account. Changes in the carrying amount of the allowance account are recognised in profit or loss.

With the exception of available-for-sale equity instruments, if, in a subsequent period, the amount of the impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognised, the previously recognised impairment loss is reversed through profit or loss to the extent the carrying amount of the investment at the date the impairment is reversed does not exceed what the amortised cost would have been had the impairment not been recognised.

**2. Significant accounting policies (cont'd)**

In respect of available-for-sale equity instruments, any subsequent increase in fair value after an impairment loss is recognised directly in equity.

**(m) Property, plant and equipment**

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment losses. Cost includes expenditure that is directly attributable to the acquisition of the item.

The depreciable amount of all fixed assets is depreciated on a diminishing value basis so as to write off the net cost or other revalued amount of each asset over its expected life to its estimated residual value. The estimated useful lives, residual values and depreciation methods are reviewed at the end of each annual reporting period.

The depreciation rate used for each class of depreciable asset is:

| | |
|---|---|
| Office furniture, equipment and leasehold improvements | 15% |
| Computer equipment and software | 40% |

**(n) Amortisation**

The useful lives of the intangible assets are reviewed on an annual basis and the useful life is altered if estimates have changed significantly. Gains or losses on the disposal of intangible assets are determined as the difference between the net disposal proceeds and the carrying amount of the asset, and are recognised in the income statement as other operating income or other operating costs, respectively.

**(o) Borrowing costs**

Borrowing costs directly attributable to the acquisition, construction or production of qualifying assets, which are assets that necessarily take a substantial period of time to get ready for their intended use or sale, are added to the cost of those assets, until such time as the assets are substantially ready for their intended use or sale. Investment income earned on the temporary investment of specific borrowings pending their expenditure on qualifying assets is deducted from the borrowing costs eligible for capitalisation. All other borrowing costs are recognised in profit or loss in the period in which they are incurred.

**(p) Leased assets**

Operating lease payments are recognised as an expense on a straight-line basis over the term of the relevant lease with the exception of the property lease which does allow for immaterial annual increases.

Leases are classified as finance leases when the terms of the lease transfer substantially all the risks and rewards incidental to ownership of the leased asset to the lessee. All other leases are classified as operating leases.

*Group as lessee*

Assets held under finance leases are initially recognised at their fair value or, if lower, at amounts equal to the present value of the minimum lease payments, each determined at the inception of the lease. The corresponding liability to the lessor is included in the balance sheet as a finance lease obligation.

Lease payments are apportioned between finance charges and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are charged directly against income, unless they are directly attributable to qualifying assets, in which case they are capitalised in accordance with the Group's general policy on borrowing costs. Contingent rentals are recognised as expenses in the periods in which they are incurred.

Finance leased assets are amortised on a straight-line basis over the estimated useful life of the asset. Operating lease payments are recognised as an expense on a straight-line basis over the lease term, except where another systematic basis is more representative of the time pattern in which economic benefits from the leased asset are consumed. Contingent rentals arising under operating leases are recognised as an expense in the period in which they are incurred.

*Lease incentives*

In the event that lease incentives are received to enter into operating leases, such incentives are recognised as a liability. The aggregate benefits of incentives are recognised as a reduction of rental expense on a straight-line basis, except where another systematic basis is more representative of the time pattern in which economic benefits from the leased asset are consumed.

**(q) Intangible assets**

*Intangible assets internally generated*

The Travel Service Aggregator (TSA) (internet booking platform) and licences are initially recognised at cost. The related benefits have an indefinite life. The portion which carries an indefinite life is capitalised at $4.2M representing the framework of the internet booking platform.

Expenditure during the research phase of a project is recognised as an expense when incurred. Development costs

**2. Significant accounting policies (cont'd)**

are capitalised only when technical feasibility studies identify that the project will deliver future economic benefits and these benefits can be measured reliably.

The Company assessed the probability of expected future economic benefits using reasonable and supportable assumptions that represent management's best estimate of foreseeable economic conditions.

*Intangible assets acquired separately*

Intangible assets acquired separately are recorded at cost less accumulated amortisation and impairment. Amortisation is charged on a straight-line basis over their estimated useful lives. The estimated useful life and amortisation method is reviewed at the end of each annual reporting period, with any changes in these accounting estimates being accounted for on a prospective basis.

**(r) Impairment of Assets**

At each reporting date, the consolidated entity reviews the carrying value of its tangible and intangible assets to determine whether there is any indication that these assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the loss. Where the asset does not generate cash flows that are independent from other assets, the consolidated entity estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Intangible assets with indefinite useful lives are tested for impairment annually and whenever there is an indication that the asset may be impaired.

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset (cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (cash-generating unit) is reduced to its recoverable amount. An impairment loss is recognised in the profit or loss immediately.

Where an impairment loss subsequently reverses, the carrying amount of the asset (cash generating unit) is increased to the revised estimate of its recoverable amount, but only to the extent that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset (cash generating unit) in prior years. A reversal of an impairment loss is recognised in profit and loss immediately.

**(s) Impairment of long-lived assets excluding goodwill**

At each reporting date, the Group reviews the carrying amounts of its assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Where the asset does not generate cash flows that are independent from other assets, the Group estimates the recoverable amount of the cash-generating unit to which the asset belongs. Where a reasonable and consistent basis of allocation can be identified, corporate assets are also allocated to individual cash-generating units, or otherwise they are allocated to the smallest group of cash-generating units for which a reasonable and consistent allocation basis can be identified.

Intangible assets with indefinite useful lives and intangible assets not yet available for use are tested for impairment annually and whenever there is an indication that the asset may be impaired.

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset (or cash-generating unit) is estimated to be less than its carrying amount, the carrying amount of the asset (cash-generating unit) is reduced to its recoverable amount. An impairment loss is recognised immediately in profit or loss, unless the relevant asset is carried at revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Where an impairment loss subsequently reverses, the carrying amount of the asset (cash-generating unit) is increased to the revised estimate of its recoverable amount, but only to the extent that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset (cash-generating unit) in prior years. A reversal of an impairment loss is recognised immediately in profit or loss, unless the relevant asset is carried at fair value, in which case the reversal of the impairment loss is treated as a revaluation increase.

**2. Significant accounting policies (cont'd)**

**(t) Employee benefits**

*(i) Wages, salaries and annual leave*

Liabilities for wages, salaries and annual leave expected to be settled within 12 months of the reporting date are recognised in respect of employee's services up to the reporting date and measured at the amounts expected to be paid when the liabilities are settled. Liabilities for wages and salaries are included as part of other payables and liabilities for annual leave are included as part of the provision for employee benefits.

*(ii) Long Service Leave*

The liabilities for long service leave are recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds terms to maturity and currency that match, as closely as possible, the estimated future cash outflows

**(u) Contributed equity**

Ordinary shares are classified as equity.

Incremental costs directly attributable to the issue of new shares or options or costs associated with share buy-back are shown in equity as a deduction, net of tax, from the proceeds.

If the entity reacquires its own equity instruments, eg as the result of a share buy-back, those instruments are deducted from equity and the associated shares are cancelled. No gain or loss is recognised in the profit or loss and the consideration paid including any directly attributable incremental costs (net of income taxes) is recognised directly in equity.

*Earnings per share*

(i) Basic earnings per share

Basic earnings per share is calculated by dividing the profit attributable to equity holders of the company, excluding any costs of servicing equity other than ordinary shares, by the weighted average number of ordinary shares outstanding during the financial year, adjusted for bonus elements in ordinary shares issued during the year.

(ii) Diluted earnings per share

Diluted earnings per share adjusts the figures used in the determination of basic earnings per share to take into account the after income tax effect of interest and other financing costs associated with dilutive potential ordinary shares and the weighted average number of shares assumed to have been issued for no consideration in relation to dilutive potential ordinary shares.

**(v) Share-based payment transactions**

The consolidated entity operates a number of share-based compensation plans. These include both a share option arrangement and a tax deferred share scheme. The bonus element over the exercise price of the employee services rendered in exchange for the grant of shares and options are recognised as an expense in the income statement. The total amount to be expensed over the vesting period, for equity settled share-based payments granted after 7 November 2002 that were unvested as of 1 January 2005, is determined by reference to the fair value of the share options granted.

Fair value is measured by use of a binomial model. The expected life used in the model has been adjusted, based on management's best estimates for the effects of non-transferability, exercise restrictions, and continued employment.

The fair value determined at grant date of the equity-settled share-based payments is expensed on a straight-line basis over the vesting period, based on the consolidated entity's estimates of shares that will eventually vest.

**(w) Payables**

Trade payables and other accounts payable are recognised when the consolidated entity becomes obliged to make future payments resulting from the purchase of goods and services. These are usually settled within 30 days.

**(x) Provisions**

Provisions are recognised when the Group has a present obligation (legal or constructive) as a result of a past event, it is probable that the Group will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at reporting date, taking into account the risks and uncertainties surrounding the obligation. Where a provision is measured using the cashflows estimated to settle the present obligation, its carrying amount is the present value of those cashflows.

When some or all of the economic benefits required to settle a provision are expected to be recovered from a third party, the receivable is recognised as an asset if it is virtually certain that reimbursement will be received and the amount of the receivable can be measured reliably.

**2. Significant accounting policies (cont'd)**

*Onerous contracts*

Present obligations arising under onerous contracts are recognised and measured as a provision. An onerous contract is considered to exist where the Group has a contract under which the unavoidable costs of meeting the obligations under the contract exceed the economic benefits expected to be received under it.

*Restructurings*

A restructuring provision is recognised when the Group has developed a detailed formal plan for the restructuring and has raised a valid expectation in those affected that it will carry out the restructuring by starting to implement the plan or announcing its main features to those affected by it. The measurement of a restructuring provision includes only the direct expenditures arising from the restructuring, which are those amounts that are both necessarily entailed by the restructuring and not associated with the ongoing activities of the entity.

*Warranties*

Provisions for warranty costs are recognised at the date of sale of the relevant products, at the directors' best estimate of the expenditure required to settle the Group's obligation.

*Contingent liabilities acquired in a business combination*

Contingent liabilities acquired in a business combination are initially measured at fair value at the date of acquisition. At subsequent reporting dates, such contingent liabilities are measured at the higher of the amount that would be recognised in accordance with AASB 137 'Provisions, Contingent Liabilities and Contingent Assets' and the amount initially recognised less cumulative amortisation recognised in accordance with AASB 118 'Revenue'.

**(y) Financial instruments issued by the company**

Debt and equity instruments are classified as either liabilities or as equity in accordance with the substance of the contractual arrangement.

Transaction costs arising on the issue of equity instruments are recognised directly in equity as reductions in the proceeds of the equity instruments to which the costs relate. Transaction costs are the costs incurred directly in connection with the issue of those equity instruments and which would not have otherwise been incurred had those instruments not been issued.

Interest and dividends are classified as expenses or as distributions of profit consistent with the balance sheet classification of the related debt or equity instruments.

*Other financial liabilities*

Other financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs.

Other financial liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective yield basis.

**(z) Comparative amounts**

Where required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

**(aa) Rounding of amounts**

The company satisfies the requirements of Class Order 98/0100 issued by the Australian Securities and Investments Commission relating to 'rounding off' of amounts in the Directors' Report and the financial report to the nearest thousand dollars. Amounts have been rounded off in the Directors' Report and financial report in accordance with that Class Order.

**(ab) New accounting standards and interpretations**

Certain new accounting standards and interpretations have been published that are not mandatory for 30 June 2008 reporting periods. The Group's and the parent entity's assessment of the impact of these new standards and interpretations is set out below.

(i) Revised AASB 101 *Presentation of Financial Statements* and AASB 2007-8 *Amendments to Australian Accounting Standards arising from AASB 101*

A revised AASB 101 was issued in September 2007 and is applicable for annual reporting periods beginning on or after 1 January 2009. It requires the presentation of a statement of comprehensive income and makes changes to the statement of changes in equity, but will not affect any of the amounts recognised in the financial statements. If an entity has made a prior period adjustment or has reclassified items in the financial statements, it will need to disclose a third balance sheet (statement of financial position), this one being as at the beginning of the comparative period. The Group intends to apply the revised standard from 1 July 2009.

## 3. Critical accounting judgements and key sources of estimation uncertainty

**Critical judgments in applying the entity's accounting policies**

The preparation of the financial report required the making of estimations and assumptions that affect the recognised amounts of assets, liabilities, revenues and expenses. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making judgments about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The estimates and judgments that have a significant risk of causing an adjustment to the carrying value of assets and liabilities with the next financial year are discussed below.

*(i) Key Estimates - Impairment*

The consolidated entity assesses whether intangible assets with indefinite useful lives are impaired at least annually. These calculations involve an estimation of the recoverable amount of the cash generation to which the intangible assets with indefinite useful lives are allocated. The useful life of the Travel Service Aggregator (TSA) has been assessed as indefinite after regard to the history of other airline booking platforms that have been in use for an extensive period and continue to achieve economic benefits.

## 4. Revenue

An analysis of the Group's revenue for the year, from both continuing and discontinued operations, is as follows:

| | Consolidated | | Company | |
|---|---|---|---|---|
| | 2008 $'000 | 2007 $'000 | 2008 $'000 | 2007 $'000 |
| **Continuing operations** | | | | |
| Fees | 23,166 | 15,715 | - | - |
| | 23,166 | 15,715 | - | - |
| Interest revenue: | | | | |
| Bank deposits | 1,613 | 1,600 | 1,173 | 1,220 |
| Bank notes | 18 | - | 18 | - |
| | 1,631 | 1,600 | 1,191 | 1,220 |
| Dividends: | | | | |
| Subsidiaries | - | - | - | - |
| Associates and jointly controlled entities | - | - | - | - |
| Other related parties | - | - | - | - |
| Other entities | - | - | - | - |
| | - | - | - | - |
| Investment revenue earned on financial assets that are not at fair value through profit or loss | 1,631 | 1,600 | 1,191 | 1,220 |
| Royalties | - | - | 2,915 | 2,187 |
| Other | 358 | 180 | 8 | - |
| Other revenue | 358 | 180 | 2,923 | 2,187 |
| | - | - | - | - |
| | **25,155** | **17,495** | **4,114** | **3,407** |

## 5. Income taxes

**Income tax recognised in profit or loss**

| | Consolidated 2008 $'000 | Consolidated 2007 $'000 | Company 2008 $'000 | Company 2007 $'000 |
|---|---|---|---|---|
| **Tax expense/(benefit) comprises:** | | | | |
| Current tax expense in respect of the current year | 2,745 | 1,011 | 1,040 | 476 |
| Adjustments recognised in the current year in relation to the current tax of prior years | 96 | (44) | (39) | - |
| Benefit arising from previously unrecognised temporary difference that is used to reduce current tax of prior periods | (154) | - | (154) | - |
| Benefit arising from previously unrecognised temporary difference that is used to reduce current tax expense | (108) | - | (108) | - |
| | 2,579 | 967 | 739 | 476 |
| Deferred tax expense/(income) relating to the origination and reversal of temporary differences | (36) | 300 | 154 | 357 |
| Unused tax losses and tax offsets not recognised as deferred tax asset | - | - | | - |
| Benefit from a previously unrecognised temporary difference that is used to reduce deferred tax expense | (2,441) | - | (2,441) | - |
| | (2,477) | 300 | (2,287) | 357 |
| Total tax expense/(benefit) attributable to continuing operations | 102 | 1,267 | (1,548) | 833 |

The prima facie income tax expense on pre-tax accounting profit from operations reconciles to the income tax expense in the financial statements as follows:

| | Consolidated 2008 $'000 | Consolidated 2007 $'000 | Company 2008 $'000 | Company 2007 $'000 |
|---|---|---|---|---|
| Profit from operations | 9,472 | 5,263 | 4,108 | 3,407 |
| Income tax expense calculated at 30% | 2,842 | 1,579 | 1,232 | 1,022 |
| Effect of expenses that are not deductible in determining taxable profit | 72 | 153 | - | - |
| Effect of R&D tax incentives | (204) | (411) | (38) | (189) |
| | 2,710 | 1,321 | 1,194 | 833 |
| Adjustments recognised in the current year in relation to the current tax of prior years | 95 | (54) | (38) | - |
| Capital allowance | (2,704) | - | (2,704) | - |
| | 102 | 1,267 | (1,548) | 833 |

The tax rate used in the above reconciliation is the corporate tax rate of 30% payable by Australian corporate entities on taxable profits under Australian tax law. There has been no change in the corporate tax rate when compared with the previous reporting period.

**Current tax assets and liabilities**

| | Consolidated 2008 $'000 | Consolidated 2007 $'000 | Company 2008 $'000 | Company 2007 $'000 |
|---|---|---|---|---|
| *Current tax liabilities* | | | | |
| Income tax payable attributable to: | | | | |
| Parent entity | 327 | - | 327 | - |
| Entities in the tax-consolidated group | 1,222 | 159 | 1,222 | - |
| Other | - | - | - | - |
| | 1,549 | 159 | 1,549 | - |

**5. Income taxes (cont'd)**

**Deferred tax balances**

Deferred tax assets/(liabilities) arise from the following:

| 2008 | Consolidated Opening balance $'000 | Under/over provision $'000 | Charged to income $'000 | Current year tax expense $'000 | Charged to equity $'000 | Closing balance $'000 |
|---|---|---|---|---|---|---|
| **Gross deferred tax liability** | | | | | | |
| Intangibles | (809) | - | - | (154) | - | (963) |
| | **(809)** | - | - | **(154)** | - | **(963)** |
| **Gross deferred tax asset** | | | | | | |
| Allowance for doubtful debts | 25 | - | 18 | - | - | 43 |
| Sundry expense accruals | 22 | - | 118 | - | - | 140 |
| Provision for employee benefits | 101 | - | 54 | - | - | 155 |
| Expenses deductible over 5 years | 2 | - | - | - | - | 2 |
| Capital allowance | - | - | - | 2,442 | - | 2,442 |
| | 150 | - | 190 | 2,442 | - | 2,782 |
| Unused tax losses and credits | 412 | - | - | (412) | - | - |
| | **562** | - | **190** | **2,030** | - | **2,782** |

| 2008 | Company Opening balance $'000 | Under/over provision $'000 | Charged to income $'000 | Current year tax expense $'000 | Charged to equity $'000 | Closing balance $'000 |
|---|---|---|---|---|---|---|
| **Gross deferred tax liability** | | | | | | |
| Intangibles | (809) | - | - | (154) | - | (963) |
| | **(809)** | - | - | **(154)** | - | **(963)** |
| **Gross deferred tax asset** | | | | | | |
| Allowance for doubtful debts | - | - | - | - | - | - |
| Sundry expense accruals | - | - | - | - | - | - |
| Provision for employee benefits | - | - | - | - | - | - |
| Expenses deductible over 5 years | | | | | | |
| Capital allowance | - | - | - | 2,442 | - | 2,442 |
| | - | - | - | 2,442 | - | 2,442 |
| Unused tax losses and credits | 412 | - | - | (412) | - | - |
| | **412** | - | - | **2,030** | - | **2,442** |

**5. Income taxes (cont'd)**

**Tax consolidation**

**Relevance of tax consolidation to the Group**

The company and its wholly-owned Australian resident entities have formed a tax-consolidated group with effect from 1 July 2007 and are therefore taxed as a single entity from that date. The head entity within the tax-consolidated group is Webjet Ltd. The members of the tax-consolidated group are identified at note 22.

**Nature of tax funding arrangements and tax sharing agreements**

Entities within the tax-consolidated group have entered into a tax funding arrangement and a tax-sharing agreement with the head entity. Under the terms of the tax funding arrangement, Webjet Ltd and each of the entities in the tax-consolidated group has agreed to pay a tax equivalent payment to or from the head entity, based on the current tax liability or current tax asset of the entity. Such amounts are reflected in amounts receivable from or payable to other entities in the tax-consolidated group.

The tax sharing agreement entered into between members of the tax-consolidated group provides for the determination of the allocation of income tax liabilities between the entities should the head entity default on its tax payment obligations or if an entity should leave the tax-consolidated group. The effect of the tax sharing agreement is that each member's liability for tax payable by the tax-consolidated group is limited to the amount payable to the head entity under the tax funding arrangement.

## 6. Profit for the year

Profit for the year includes the following expenses:

| | Consolidated | | Company | |
|---|---|---|---|---|
| | 2008 $'000 | 2007 $'000 | 2008 $'000 | 2007 $'000 |
| Impairment of trade receivables | 63 | 32 | - | - |
| Depreciation of non-current assets | 222 | 71 | - | - |
| Research and development costs immediately expensed | 624 | 434 | - | - |
| Operating lease rental expenses: | 322 | 291 | - | - |
| Employee benefit expense: | 5,105 | 3,363 | - | - |
| Share-based payments: | 215 | 495 | - | - |

## 7. Trade and other receivables

| | Consolidated | | Company | |
|---|---|---|---|---|
| | 2008 $'000 | 2007 $'000 | 2008 $'000 | 2007 $'000 |
| Trade receivables | 976 | 1,077 | - | 205 |
| Amounts receivable from wholly owned subsidiary | - | - | 1,394 | - |
| Amounts receivable from wholly owned subsidiary in relation to income tax payable | | | 1,222 | |
| Allowance for doubtful debts | (145) | (82) | - | - |
| Other | 138 | - | 82 | - |
| | **969** | **995** | **2,698** | **205** |

The average credit period for trade receivables is 30 to 90 days. An amount only becomes receivable on completion of the contract period which may be up to 12 months. Management is prudent in its provisions against these receivables and as such has provided for all balances over 90 days and any of those over 30 days that may be considered potentially irrecoverable. Trade receivables are non interest bearing. There are no balances past due date that have not been provided for.

The inter-company receivable is at call and is non-interest bearing. It is classified as a current receivable.

**7. Trade and other receivables (con't)**

Movement in the allowance for doubtful debts:

| | Consolidated | | Company | |
|---|---|---|---|---|
| | 2008 $'000 | 2007 $'000 | 2008 $'000 | 2007 $'000 |
| Balance at the beginning of the year | 82 | 50 | - | - |
| Impairment losses recognised on receivables | 145 | 82 | - | - |
| Amounts written off as uncollectible | (41) | (48) | - | - |
| Amounts recovered during the year | (41) | (2) | - | - |
| Balance at the end of the year | 145 | 82 | - | - |

## 8. Other financial assets

| | Consolidated | | Company | |
|---|---|---|---|---|
| | 2008 $'000 | 2007 $'000 | 2008 $'000 | 2007 $'000 |
| Investments carried at cost: | - | - | - | - |
| *Non-current* | | | | |
| Investments in subsidiaries (note 22) | - | - | 5,568 | 5,568 |
| Investments in associates | - | - | - | - |
| Investments in jointly controlled entities | - | - | - | - |
| | - | - | **5,568** | **5,568** |
| Available-for-sale investments carried at fair value: | | | | |
| *Current* | | | | |
| Floating rate notes | 6,873 | - | 6,873 | - |
| *Non-current* | | | | |
| | - | - | - | - |
| | 6,873 | - | 6,873 | - |
| Disclosed in the financial statements as: | | | | |
| Current other financial assets | 6,873 | - | 6,873 | - |
| Non-current other financial assets | - | - | 5,568 | 5,568 |
| | **6,873** | - | **12,441** | **5,568** |

The Group holds $6.873M (2007: Nil) ANZ AA rated floating rate notes which it acquired during the year. These attract interest at a premium to the 90 day bank bill swap rate with interest paid and the rate reset quarterly.

## 9. Property, plant and equipment

| | Consolidated | | | | | |
|---|---|---|---|---|---|---|
| | Software at cost $'000 | Computer Equipment at cost $'000 | Furniture & Fittings at cost $'000 | Office Equipment at cost $'000 | Leasehold Improvements at cost $'000 | Total $'000 |
| **Gross carrying amount** | | | | | | |
| Balance at 30 June 2007 | 84 | 413 | 68 | 46 | - | 611 |
| Additions | 109 | 169 | 1 | 34 | 220 | 533 |
| Disposals | - | - | - | - | - | - |
| Acquisitions through business combinations | - | - | - | - | - | - |
| Classified as held for sale | - | - | - | - | - | - |
| Net revaluation increments/ (decrements) | - | - | - | - | - | - |
| Net foreign currency exchange differences | - | - | - | - | - | - |
| Other | - | - | - | - | - | - |
| **Balance at** 30 June 2008 | 193 | 582 | 69 | 80 | 220 | 1144 |
| **Accumulated depreciation/ amortisation and impairment** | | | | | | |
| Balance at 30 June 2007 | (20) | (44) | (24) | (9) | - | (97) |
| Disposals | - | - | - | - | - | - |
| Net adjustments from revaluation (increments)/ decrements | - | - | - | - | - | - |
| Classified as held for sale | - | - | - | - | - | - |
| Impairment losses charged to profit | - | - | - | - | - | - |
| Reversals of impairment losses charged to profit | - | - | - | - | - | - |
| Depreciation expense | (42) | (155) | (6) | (8) | (11) | (222) |
| Net foreign currency exchange differences | - | - | - | - | - | - |
| Other | - | - | - | - | - | - |
| **Balance at** 30 June 2008 | (62) | (199) | (30) | (17) | (11) | (319) |
| **Net book value** | | | | | | |
| As at 30 June 2007 | 64 | 369 | 44 | 37 | - | 514 |
| As at 30 June 2008 | 131 | 383 | 39 | 63 | 209 | 825 |

## 9. Property, plant and equipment (cont'd)

| | Company | | | | | |
|---|---|---|---|---|---|---|
| | Software at cost $'000 | Computer Equipment at cost $'000 | Furniture & Fittings at cost $'000 | Office Equipment at cost $'000 | Leasehold Improvements at cost $'000 | Total $'000 |
| **Gross carrying amount** | | | | | | |
| Balance at 30 June 2007 | - | - | - | - | - | - |
| Additions | - | - | - | - | - | - |
| Disposals | - | - | - | - | - | - |
| Acquisitions through business combinations | - | - | - | - | - | - |
| Classified as held for sale | - | - | - | - | - | - |
| Net revaluation increments/ (decrements) | - | - | - | - | - | - |
| Net foreign currency exchange differences | - | - | - | - | - | - |
| Other | - | - | - | - | - | - |
| **Balance at** 30 June 2008 | - | - | - | - | - | - |
| **Accumulated depreciation/ amortisation and impairment** | | | | | | |
| Balance at 30 June 2007 | | | | | | |
| Disposals | - | - | - | - | - | - |
| Net adjustments from revaluation (increments)/ decrements | - | - | - | - | - | - |
| Classified as held for sale | - | - | - | - | - | - |
| Impairment losses charged to profit | - | - | - | - | - | - |
| Reversals of impairment losses charged to profit | - | - | - | - | - | - |
| Depreciation expense | - | - | - | - | - | - |
| Net foreign currency exchange differences | - | - | - | - | - | - |
| Other | - | - | - | - | - | - |
| **Balance at** 30 June 2008 | - | - | - | - | - | - |
| **Net book value** | | | | | | |
| As at 30 June 2007 | - | - | - | - | - | - |
| As at 30 June 2008 | - | - | - | - | - | - |

## 10. Intangible assets

| | Consolidated | | | | Company | |
|---|---|---|---|---|---|---|
| | Capitalised development $'000 | | | | Capitalised development $'000 | |
| **Gross carrying amount** | | | | | | |
| Balance at 30 June 2007 | 4,225 | | | | 4,225 | |
| Additions | 212 | | | | 212 | |
| Additions from internal developments | 300 | | | | 300 | |
| Acquisitions through business combinations | - | | | | - | |
| Disposals or classified as held for sale | - | | | | - | |
| Net revaluation increments/ (decrements) | - | | | | - | |
| Net foreign currency exchange differences | - | | | | - | |
| Other | - | | | | - | |
| **Balance at** 30 June 2008 | 4,737 | | | | 4,737 | |
| **Accumulated amortisation and impairment** | | | | | | |
| Balance at 30 June 2007 | (584) | | | | (584) | |
| Amortisation expense | - | | | | - | |
| Disposals or classified as held for sale | - | | | | - | |
| Net adjustment from revaluation increments/(decrements) | - | | | | - | |
| Impairment losses charged to profit or loss | - | | | | - | |
| Reversals of impairment losses charged to profit or loss | - | | | | - | |
| Net foreign currency exchange differences | - | | | | - | |
| Other | - | | | | - | |
| **Balance at** 30 June 2008 | (584) | | | | (584) | |
| **Net book value** | | | | | | |
| As at 30 June 2007 | 3,641 | | | | 3,641 | |
| As at 30 June 2008 | 4,153 | | | | 4,153 | |

The costs represents Webjet's Travel Service Aggregator (TSA) (internet booking platform) and licences. The cost of the intangible carries an indefinite useful life.

## 11. Other assets

| | Consolidated | | Company | |
|---|---|---|---|---|
| | 2008 $'000 | 2007 $'000 | 2008 $'000 | 2007 $'000 |
| *Current* | | | | |
| Prepayments | 378 | 100 | - | - |
| Other | - | - | - | - |
| | 378 | 100 | - | - |
| *Non-current* | | | | |
| Prepayments | - | - | - | - |
| Other | - | - | - | - |
| | - | - | - | - |
| | 378 | 100 | - | - |

## 12. Trade and other payables

| | Consolidated | | Company | |
|---|---|---|---|---|
| | 2008 $'000 | 2007 $'000 | 2008 $'000 | 2007 $'000 |
| Amounts payable to wholly owned subsidiary | - | - | - | 3,554 |
| Trade payables | 2,700 | 1,021 | - | - |
| Other | 1,126 | 813 | - | 225 |
| | 3,826 | 1,834 | - | 3,779 |

The average credit period on trade payables is 30 to 60 days. No interest is payable on trade payables.

## 13. Provisions

| | Consolidated | | Company | |
|---|---|---|---|---|
| | 2008 $'000 | 2007 $'000 | 2008 $'000 | 2007 $'000 |
| *Current* | | | | |
| Employee benefits (i) | 500 | 195 | - | - |
| Other | - | - | - | - |
| | 500 | 195 | - | - |
| *Non-current* | | | | |
| Employee benefits (ii) | 15 | 141 | - | - |
| Other | - | - | - | - |
| | 15 | 141 | - | - |
| | 515 | 336 | - | - |

(i) The current provision for employee benefits for the Group includes $229,000 of vested long service leave entitlements accrued but not expected to be taken within 12 months.

## 14. Other liabilities

| | Consolidated | | Company | |
|---|---|---|---|---|
| | 2008 $'000 | 2007 $'000 | 2008 $'000 | 2007 $'000 |
| *Current* | | | | |
| Deferred revenue (i) | 172 | - | - | - |
| *Non-current* | | | | |
| Other | - | - | - | - |
| | - | - | - | - |
| | 172 | - | - | - |

(i) Deferred revenue relates to amounts received but not yet deemed to be earned, this includes amounts received for promotional activities that have not yet taken place.

## 15. Contributed equity

| | Consolidated | | Company | |
|---|---|---|---|---|
| | 2008 $'000 | 2007 $'000 | 2008 $'000 | 2007 $'000 |
| 74,860,752 fully paid ordinary shares (2007: 74,274,608) | 23,069 | 22,194 | 23,069 | 22,194 |
| | 23,069 | 22,194 | 23,069 | 22,194 |

Changes to the then Corporations Act abolished the authorised capital and par value concept in relation to share capital from 1 July 1998.

| | 2008 | | 2007 | |
|---|---|---|---|---|
| | No. '000 | $'000 | No. '000 | $'000 |
| **Fully paid ordinary shares** | | | | |
| Balance at beginning of financial year | 74,275 | 22,194 | 321,725 | 30,155 |
| Issue of shares under employee share plan | 801 | 936 | 2,873 | 482 |
| Transfer from equity-settled employee benefits reserve | - | 257 | - | - |
| Share buy-back | (215) | (299) | (27,299) | (8,380) |
| Share buy-back costs | - | (19) | - | (63) |
| Related income tax | | | | |
| Reduction as a result of share consolidation (1 : 4) | - | - | (222,824) | - |
| Balance at end of financial year | 74,861 | 23,069 | 74,275 | 22,194 |

**15. Contributed equity (cont'd)**

Fully paid ordinary shares carry one vote per share and carry the right to dividends.

During the period, the Group executed a publicly announced share buy-back programme. A total of 215,355 shares purchased were cancelled.

**Share options granted under the employee share option plan**

In accordance with the provisions of the employee share option plan, as at 30 June 2008, executives and senior employees have options over 4,000,000 ordinary shares (of which 2,250,000 are unvested) with 625,000 of those options expiring 30 March 2011, 1,125,000 expiring 30 March 2012, 1,000,000 expiring 31 August 2013 and the remainder of 1,250,000 expiring on 31 August 2014.

Share options granted under the employee share option plan carry no rights to dividends and no voting rights. Further details of the employee share option plan are contained in note 23 to the financial statements.

## 16. Reserves

| | Consolidated | | Company | |
|---|---|---|---|---|
| | 2008 $'000 | 2007 $'000 | 2008 $'000 | 2007 $'000 |
| General | - | - | - | - |
| Asset revaluation | - | - | - | - |
| Investments revaluation | - | - | - | - |
| Equity-settled employee benefits | 1,049 | 1,092 | 1,049 | 1,092 |
| Hedging | - | - | - | - |
| Foreign currency translation | - | - | - | - |
| Option premium on convertible notes | - | - | - | - |
| Tax consolidation | - | - | - | - |
| | 1,049 | 1,092 | 1,049 | 1,092 |

| | Consolidated | | Company | |
|---|---|---|---|---|
| | 2008 $'000 | 2007 $'000 | 2008 $'000 | 2007 $'000 |
| **Equity-settled employee benefits reserve** | | | | |
| Balance at beginning of financial year | 1,092 | 705 | 1,092 | 705 |
| Options expensed | 214 | 495 | 214 | 495 |
| Options exercised and transferred out | (257) | (108) | (257) | (108) |
| Balance at end of financial year | 1,049 | 1,092 | 1,049 | 1,092 |

The equity-settled employee benefits reserve arises on the grant of share options to directors and executives under various share option scheme. Amounts are transferred out of the reserve and into issued capital when the options are exercised.

## 17. Retained earnings

| | Consolidated | | Company | |
|---|---|---|---|---|
| | 2008 $'000 | 2007 $'000 | 2008 $'000 | 2007 $'000 |
| Balance at beginning of financial year | (487) | (4,483) | (294) | (2,868) |
| Effects of changes in accounting policy | - | - | - | - |
| Restated opening balance | (487) | (4,483) | (294) | (2,868) |
| Profit attributable to members of the parent entity | 9,370 | 3,996 | 5,659 | 2,574 |
| Dividends paid | (2,997) | - | (2,997) | - |
| Share buy-back | - | - | - | - |
| Actuarial gains/(losses) on defined benefit funds recognised directly in retained earnings | - | - | - | - |
| Related income tax | - | - | - | - |
| Transfer from asset revaluation reserve | - | - | - | - |
| Balance at end of financial year | 5,886 | (487) | 2,368 | (294) |

## 18. Earnings per share

| | Consolidated | |
|---|---|---|
| | 2008 Cents per share | 2007 Cents per share |
| **Basic earnings per share** | | |
| From continuing operations | 12.52 | 4.96 |
| From discontinued operations | | |
| Total basic earnings per share | 12.52 | 4.96 |
| **Diluted earnings per share** | | |
| From continuing operations | 12.45 | 4.65 |
| From discontinued operations | | |
| Total diluted earnings per share | 12.45 | 4.65 |

**Basic earnings per share**

The earnings and weighted average number of ordinary shares used in the calculation of basic earnings per share are as follows:

| | 2008 $'000 | 2007 $'000 |
|---|---|---|
| Net profit | 9,370 | 3,996 |
| Other | | |
| Earnings used in the calculation of basic EPS | 9,370 | 3,996 |
| Adjustments to exclude profit for the period from discontinued operations | - | - |
| Earnings used in the calculation of basic EPS from continuing operations | 9,370 | 3,996 |

| | 2008 No.'000 | 2007 No.'000 |
|---|---|---|
| Weighted average number of ordinary shares for the purposes of basic earnings per share | 74,861 | 80,562 |

**Diluted earnings per share**

The earnings used in the calculation of diluted earnings per share is as follows:

| | 2008 $'000 | 2007 $'000 |
|---|---|---|
| Net profit | 9,370 | 3,996 |
| Other | | |
| Earnings used in the calculation of diluted EPS | 9,370 | 3,996 |
| Adjustments to exclude profit for the period from discontinued operations | | |
| Earnings used in the calculation of diluted EPS from continuing operations | 9,370 | 3,996 |

| | 2008 No.'000 | 2007 No.'000 |
|---|---|---|
| Weighted average number of ordinary shares used in the calculation of basic EPS | 74,861 | 80,562 |
| Shares deemed to be issued for no consideration in respect of: | | |
| Employee options | 382 | 5,050 |
| Other | | |
| Weighted average number of ordinary shares used in the calculation of diluted EPS | 75,243 | 85,612 |

There are 3,618,000 potential ordinary shares that are considered not dilutive and therefore have not been included in the weighted average number of shares for the purposes of dilutive earnings per share.

## 19. Dividends

| | 2008 Cents per share | 2008 Total $'000 | 2007 Cents per share | 2007 Total $'000 |
|---|---|---|---|---|
| **Recognised amounts** | | | | |
| *Fully paid ordinary shares* | | | | |
| Interim dividend for 2008: | | | | |
| Unfranked | 2 | 1,500 | - | - |
| Final dividend for 2007: | | | | |
| Unfranked | 2 | 1,497 | - | - |
| | 4 | 2,997 | - | - |

The directors have declared a fully franked final dividend of 3 cents per share to the holders of fully paid ordinary shares in respect of the financial year ended 30 June 2008, to be paid to shareholders 9 October 2008. This dividend has not been included as a liability in these financial statements. The total estimated dividend to be paid is $2.246M.

| | Company 2008 $'000 | Company 2007 $'000 |
|---|---|---|
| Adjusted franking account balance | 777 | 159 |
| Impact on franking account balance of dividends not recognised | (641) | - |

## 20. Contingent liabilities and contingent assets

There are no contingent liabilities or contingent assets requiring disclosure as at the date of this report.

## 21. Leases

**Operating leases**

*Leasing arrangements*

Rental expenses on operating leases

*Non-cancellable operating lease commitments*

| | Consolidated 2008 $'000 | Consolidated 2007 $'000 | Company 2008 $'000 | Company 2007 $'000 |
|---|---|---|---|---|
| Not longer than 1 year | 227 | 225 | - | - |
| Longer than 1 year and not longer than 5 years | 136 | 316 | - | - |
| Longer than 5 years | - | - | - | - |
| | 363 | 541 | - | - |

The office lease is non cancellable four year lease expiring 14 February 2010. Rent is payable monthly in advance. The lease contains two further options of four years.

The company also has various rental agreements for computer equipment with terms of one to three years. Rent is payable monthly in advance.

## 22. Subsidiaries

| Name of subsidiary | Country of incorporation | Ownership interest 2008 % | Ownership interest 2007 % |
|---|---|---|---|
| Webjet Marketing Pty Ltd | Australia | 100 | 100 |
| Webjet Operations Pty Ltd | Australia | 100 | 100 |
| PlanitonEarth Pty Ltd | Australia | 100 | 100 |

Webjet Limited is the head entity within the tax-consolidated group. The subsidiaries above are all part of the consolidated group.

## 23. Notes to the cash flow statement

### (a) Reconciliation of cash and cash equivalents

For the purposes of the cash flow statement, cash and cash equivalents includes cash on hand in banks at call as well as including term deposits with a maturity of less than 6 months, net of outstanding bank overdrafts. Cash and cash equivalents at the end of the financial year as shown in the cash flow statement is reconciled to the related items in the balance sheet as follows:

| | Consolidated | | Company | |
|---|---|---|---|---|
| | 2008 $'000 | 2007 $'000 | 2008 $'000 | 2007 $'000 |
| Cash and cash equivalents | 5,549 | 3,875 | 765 | 1,504 |
| Short term deposits | 15,500 | 16,250 | 6,500 | 16,250 |
| | 21,049 | 20,125 | 7,265 | 17,754 |

### (b) Reconciliation of profit for the period to net cash flows from operating activities

| | Consolidated | | Company | |
|---|---|---|---|---|
| | 2008 $'000 | 2007 $'000 | 2008 $'000 | 2007 $'000 |
| Profit for the year | 9,370 | 3,996 | 5,656 | 2,574 |
| Cash flow excluded from profit from ordinary activities attributable to operating activities | | | | |
| Non-cash flows in profit from ordinary activities | | | | |
| Reversal of previous impairment write-down | - | - | | - |
| Amortisation of intangible assets | - | 7 | | - |
| Depreciation of plant and equipment | 222 | 58 | | - |
| Write off of assets | - | 6 | | - |
| Share option and employee share expenses | 215 | 495 | | - |
| Provision for doubtful debts | 62 | 31 | | - |
| Changes in assets and liabilities | | | | |
| Decrease/(increase) in trade, term and intercompany receivables | (37) | 251 | (4,220) | (2,327) |
| Decrease/(increase) in prepayments | (278) | (14) | | - |
| Increase in trade payables and accruals | 1,989 | 531 | | - |
| Decrease/(increase) in deferred tax | (2,066) | 1,108 | (1,671) | 833 |
| Increase in provisions | 374 | 121 | | - |
| Increase in tax liability | 1,390 | 159 | 1,549 | - |
| Net cash from operating activities | 11,220 | 6,749 | 1,314 | 1,080 |

## 24. Financial instruments

### (a) Capital risk management

The Group has a capital risk and investment policy to provide guidance for its capital requirements. The policy is reviewed annually to take into consideration the groups changing risk and short and long term funding needs. At present the group has no financial debt other than that disclosed in the balance sheet representing liabilities incurred in the normal course of operations. The group has significant cash reserves and the investment policy ensures that the organization maximizes its return from funds invested whilst adopting a very conservative approach to risk and also ensuring sufficient working capital is maintained.

### (b) Categories of financial instruments

| | Consolidated | | Company | |
|---|---|---|---|---|
| | 2008 $'000 | 2007 $'000 | 2008 $'000 | 2007 $'000 |
| **Financial assets** | | | | |
| Fair value through profit or loss (FVTPL): | - | - | - | - |
| Held for trading | - | - | - | - |
| Designated as at FVTPL | - | - | - | - |
| Derivative instruments in designated hedge accounting relationships | - | - | - | - |
| Held-to-maturity investments | - | - | - | - |
| Loans and receivables | 969 | 995 | 2,698 | 205 |
| Cash and cash equivalents | 21,049 | 20,125 | 7,265 | 17,754 |
| Available-for-sale financial assets (1) | 6,873 | - | 6,873 | - |
| **Financial liabilities** | | | | |
| Fair value through profit or loss (FVTPL): | - | - | - | - |
| Held for trading | - | - | - | - |
| Designated as at FVTPL | - | - | - | - |
| Derivative instruments in designated hedge accounting relationships | - | - | - | - |
| Amortised cost | 3,826 | 1,834 | - | 3,779 |
| Financial guarantee contracts | - | - | - | - |

(1) Floating rate note

### (c) Financial risk management objectives

The group's consolidated entity's financial instruments consist of deposits with banks and floating rate notes along with trade receivables incurred in the normal course of operations. The entity does not have any significant derivative financial instruments at 30 June 2008.

The senior executives of the group meet regularly to analyse foreign currency and interest rate exposure to determine if the current treasury policy is appropriate in the current economic climate.

### (d) Market risk

The Group's activities expose it primarily to the financial risks of changes in foreign currency exchange rates and interest rates. The group analyses it's risk by completing sensitivity testing on its foreign currency and interest rate exposures and determining the potential impact on it's effected expenses and revenue of movements in these rates. If the potential variance is material then management may seek to minimise this exposure but it does not consider this to be the case at this time.

**Foreign Exchange**

The group has minimal foreign exchange exposure with less than $USD 200k in forecasted expenditure for 2009 (2007: $179k) denominated in US dollars, the group does not have a material exposure to any other currency.

The carrying amount of the Group's foreign currency denominated monetary assets and monetary liabilities at the reporting date is as follows:

| | Liabilities | | Assets | |
|---|---|---|---|---|
| | 2008 $'000 | 2007 $'000 | 2008 $'000 | 2007 $'000 |
| Cash (USD) | - | - | 3 | - |
| Consulting Fees | 15 | - | - | - |

**24. Financial instruments (con't)**

**Interest Rates**

The group does not hedge its exposure to interest rate movements and does not invest in fixed interest financial instruments. At 30 June 2008 it had $27.9M (2007: $20.1M) in cash, floating rate notes and deposits. The average interest rate on all deposits for 2008 was 6.83% (2007: 6.23%).

Interest received for the group for 2008 was 1.63M a table showing the sensitivity of this number to interest rate movements is detailed below. The group's sensitivity to interest rate movements has increased in 2008 from 2007 due to an increase in cash and deposits held.

| Average Interest Rates | Income (000's) | Variance to actual |
|---|---|---|
| **6.83% (Actual)** | **1,631** | - |
| 7.33% (+0.5%) | 1,758 | 127 |
| 7.83% (+1.0%) | 1,878 | 247 |
| 6.33% (-0.5%) | 1,518 | (113) |
| 5.83% (-1.0%) | 1,398 | (233) |

Management has considered that both a positive and negative 1% variance is sufficient to illustrate the potential variations in interest income.

The group has invested in floating rate notes for the first time in 2008 $6.83M (2007: Nil), the notes are AA rated issued by the ANZ. The interest rate is fixed to the bank bill swap rate and is reset every 90 days accordingly. This amount is included in the $27.9M noted above in the interest rate sensitivity analysis.

**(e) Credit risk management**

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the consolidated entity. The consolidated entity has adopted a policy of only dealing with parties considered to be creditworthy. The consolidated entity does not require collateral in respect of financial assets. The consolidated entity exposure and the credit ratings of its counterparties are continuously monitored. The consolidated entity measures credit risk on a fair value basis.

The majority of the trade receivables are with debtors that operate in the travel industry. Specifically, the consolidated entity has a concentration of credit risk with companies in the airline industry, which at 30 June 2008 totalled $0.6M (2007: $0.6M). The carrying amount of financial assets in the financial statements, net of any allowances for loss, represents the consolidated entity's maximum exposure to credit risk.

**(f) Liquidity risk management**

The consolidated entity manages liquidity risk by maintaining adequate reserves and banking facilities by continuously monitoring forecast and actual cash flows and matching the maturity profiles of financial assets and liabilities.

**(g) Fair value of financial instruments**

The directors consider that the carrying amount of financial instruments recorded in the financial statements approximates their fair values.

## 25. Share-based payments

**Employee share option plan**

The following executive share-based payment arrangements were in existence during the current and comparative reporting periods:

| Options series | Number | Grant date | Expiry date | Exercise price $ | Fair value at grant date $ |
|---|---|---|---|---|---|
| D Clarke (a) | 250,000 | 10/11/2004 | 30/03/2011 | 0.6997 | 0.0504 |
| J Lemish (a) | 375,000 | 10/11/2004 | 30/03/2011 | 0.6997 | 0.0504 |
| D Clarke (a) | 750,000 | 10/11/2004 | 30/03/2012 | 1.3365 | 0.0568 |
| J Lemish (a) | 375,000 | 10/11/2004 | 30/03/2012 | 1.3365 | 0.0568 |
| R Noon – tranche 1 (b) | 750,000 | 07/03/2006 | Exercised | 1.2284 | 0.2812 |
| R Noon – tranche 2 (b) | 1,000,000 | 07/03/2006 | 31/08/2013 | 1.3115 | 0.2420 |
| R Noon – tranche 3 (b) | 1,250,000 | 07/03/2006 | 31/08/2014 | 1.3480 | 0.3500 |

**25. Share-based payments (con't)**

(a) These options have vested but remain unexercised.

(b) Tranche 1 – 50% vests if company achieves board determined budget for 2007, 50% vests if remains in employment at 30 June 2007. Tranche 2 – 50% vests if company achieves board determined budget for 2008, 50% vests if remains in employment at 30 June 2008. Tranche 3 – 50% vests if company achieves board determined budget for 2009, 50% vests if remains in employment at 30 June 2009

There were no options issued during the year ending 30 June 2008. Options granted to Richard Noon in the 2006 financial year were independently valued by Benson Partners in a report dated 21 July 2006. These options are subject to the following terms and conditions:

| | Option series | | |
|---|---|---|---|
| Inputs into the model | Tranche 1 | Tranche 2 | Tranche 3 |
| Grant date | 07/03/2006 | 07/03/2006 | 07/03/2006 |
| Vesting date | 01/09/2007 | 01/09/2008 | 01/09/2009 |
| Expiry date | 31/08/2012 | 31/08/2013 | 31/08/2014 |
| Grant date share price | $0.35 | $0.35 | $0.35 |
| -post consolidation | $1.40 | $1.40 | $1.40 |
| Exercise price | $0.3071 | $0.3279 | 1.3480 |
| -post consolidation | $1.2284 | $1.3115 | 1.3480 |

**Weighted Average Fair Value of Options Granted**

This price was calculated by using a binomial pricing model applying the following inputs:

Options issued prior to January 2006 used an expected volatility of 25%, historical volatility of 38%, risk free interest rate of 5.4% and an expected life of the options (where applicable) of 4.4 and 5.4 years.

The expected life of the options is based on historical data and is not necessarily indicative of exercise patterns that may occur. The expected volatility reflects the assumption that the historical volatility is indicative of future trends, which may also not necessarily be the actual outcome.

In valuing Richard Noon's options, Benson's utilised the following inputs: expected volatility of 50%; historical volatility of 52.88%; Australian Government risk free interest rates for 6 month, 2, 3 and 4 year periods; expected life of the option between 23 and 47 months and an expected dividend of 0.5 cents per share (pre consolidation). The expected dividend is for input purposes only and is not an indication of Webjet's future dividend policy

The following reconciles the outstanding share options granted under the employee share option plan at the beginning and end of the financial year:

| | 2008 | | 2007 | |
|---|---|---|---|---|
| | Number of options | Weighted average exercise price | Number of options | Weighted average exercise price |
| | | $ | | $ |
| Balance at beginning of the financial year | 4,750,000 | 1.2334 | 5,250,000 | 1.1826 |
| Granted during the financial year | - | - | - | - |
| Forfeited during the financial year | - | - | - | - |
| Exercised during the financial year (i) | 750,000 | 1.2284 | 500,000 | 0.6997 |
| Expired during the financial year | - | - | - | - |
| Balance at end of the financial year (ii) | 4,000,000 | 1.2343 | 4,750,000 | 1.2334 |
| Exercisable at end of the financial year | 1,750,000 | 1.1091 | 1,750,000 | 1.1091 |

**(i) Exercised during the financial year**

The following share options granted under the employee share option plan were exercised during the financial year:

| 2008 Options series | Number exercised | Exercise date | Share price at exercise date | Option price at exercise date $ |
|---|---|---|---|---|
| Tranche 1 (b) Richard Noon | 750,000 | 3/09/2007 | 1.275 | 1.2284 |

| 2007 Options series | Number exercised | Exercise date | Share price at exercise date | Option price at exercise date $ |
|---|---|---|---|---|
| Tranche 1 (a) David Clarke | 500,000 | 21/11/2006 | 1.520 | 0.6997 |

This does not include options exercised by non executive directors.

**25. Share-based payments (con't)**

**(ii) Balance at end of the financial year**

The share options outstanding at the end of the financial year had an weighted average exercise price of $1.23 (2007: $1.22), and a weighted average remaining contractual life of 3.5 years (2007: 4.5 years).

**Amount Included Under Employee Benefits Expense in Income Statement**

Included under employee benefits expense in the income statement is $215K (2007: $495K), and relates, in full, to amortisation of equity-settled share-based transactions.

## 26. Key management personnel compensation

**Details of key management personnel**

The directors and other members of key management personnel of the Group during the year were:

- Allan Nahum — FCA, FICD, AAISA, (Non Executive Chairman)
- David Clarke — (Executive Managing Director)
- Christopher Newman — BEc, BComm (Non Executive Director)
- John Lemish — BEc (Executive Operations Director)
- Steven Scheuer — BBus (Acc) (Non Executive Director)
- John Guscic — BEc, MBA (Non Executive Director)
- Don Clarke — LLB (Hon) (Non Executive Director) (Appointed 10 January 2008)
- Dr. Bernard Lochtenberg — BE (Hons), D Phil FTSE, HON LLD (Melb) (Retired 28 November 2007)
- Richard Noon — FCPA, CTFP (Snr), B Bus, Grad Dip (Acc), (Chief Executive Officer)
- Rod Brandenburg — BCom, CPA (Chief Financial Officer) (Appointed 9 July 2007)
- Alex Orlov — M/B(H) Physics and Engineering (Chief Technology Officer) (Effective 1 July 2007)
- David Galt — BBus (Acc) (Marketing Manager) (Appointed 234 July 2007)
- Peter O'Sullivan — BEc (Acc) CPA (Chief Financial Officer, resigned 1st Sep 2007)
- Dean Maidment — BBus (Acc) (Marketing Manager, resigned 7th Sep 2007)

**Key management personnel compensation**

The aggregate compensation made to key management personnel of the company and the Group is set out below:

| | Consolidated | | Company | |
|---|---|---|---|---|
| | 2008 $ | 2007 $ | 2008 $ | 2007 $ |
| Short-term employee benefits | 1,555,429 | 931,501 | - | - |
| Post-employment benefits | 405,116 | 364,744 | - | - |
| Other long-term benefits | - | - | - | - |
| Termination benefits | - | - | - | - |
| Share-based payment | 207,184 | 405,344 | - | - |
| | 2,167,729 | 1,701,589 | - | - |

There were no share options or tax deferred shares granted during the year ended 30 June 2008 (2007: 37,500 tax deferred shares)

Further details of the directors and senior executives compensation is contained within the remuneration report on page 6.

## 27. Related party transactions

### (a) Transactions with key management personnel

There were no transactions or loans between the company and key management personnel other than those disclosed below in related party transactions.

### (b) Key management and directors equity holdings

The following shares are either held directly or via an associated party.

**Fully paid ordinary shares of Webjet Limited**

| | Balance at 30 June 2007 No. | Granted as compensation No. | Received on exercise of options No. | Net other change No. | Balance at 30 June 2008 No. |
|---|---|---|---|---|---|
| **2008** | | | | | |
| Allan Nahum | 660,425 | - | 62,500 | - | 722,925 |
| Steven Scheuer | 6,349,786 | - | - | - | 6,349,786 |
| Chris Newman | 1,323,403 | - | - | - | 1,343,403 |
| John Guscic | 54,450 | - | - | - | 54,450 |
| Don Clarke | - | - | - | 10,000 | 10,000 |
| David Clarke | 15,443 | - | - | - | 15,443 |
| Richard Noon | 575,000 | - | 750,000 | (13,671) | 1,311,329 |
| John Lemish | 2,172,088 | - | - | - | 2,172,088 |
| Rod Brandenburg | - | - | - | 80,855 | 80,855 |
| Alex Orlov | 42,500 | - | - | - | 42,500 |
| David Galt | - | - | - | - | - |
| **2007** | | | | | |
| Allan Nahum | 597,925 | - | 62,500 | - | 660,425 |
| Dr Bernard Lochtenberg | 178,995 | - | - | 25,000 | 203,995 |
| Steven Scheuer | 6,349,786 | - | - | - | 6,349,786 |
| Chris Newman | 1,323,403 | - | - | - | 1,323,403 |
| John Guscic | - | - | - | 54,450 | 54,450 |
| David Clarke | 50,000 | - | 500,000 | (534,557) | 15,443 |
| Richard Noon | 750,000 | - | - | (175,000) | 575,000 |
| John Lemish | 2,172,088 | - | - | - | 2,172,088 |
| Dean Maidment | 787,500 | - | - | (70,000) | 717,500 |
| Peter O'Sullivan | - | - | - | - | - |

**Share options of Webjet Limited**

| | Balance at 30 June 2007 No. | Granted as compen-sation No. | Exercised No. | Net other change No. | Bal at 30 June 2008 No. | Bal vested at 30 June 2008 No. | Vested but not exerci-sable No. | Vested and exerci-sable No. | Options vested during year No. |
|---|---|---|---|---|---|---|---|---|---|
| **2008** | | | | | | | | | |
| Allan Nahum | 62,500 | - | (62,500) | - | - | - | - | - | 62,500 |
| D Clarke | 250,000 | - | - | - | 250,000 | 250,000 | - | 250,000 | - |
| J Lemish | 375,000 | - | - | - | 375,000 | 375,000 | - | 375,000 | - |
| D Clarke | 750,000 | - | - | - | 750,000 | 750,000 | - | 750,000 | - |
| J Lemish | 375,000 | - | - | - | 375,000 | 375,000 | - | 375,000 | - |
| R Noon – tranche 1 | 750,000 | - | (750,000) | - | - | - | - | - | 750,000 |
| R Noon – tranche 2 | 1,000,000 | - | - | - | 1,000,000 | - | - | - | - |
| R Noon – tranche 3 | 1,250,000 | - | - | - | 1,250,000 | - | - | - | - |
| **2007** | | | | | | | | | |
| Allan Nahum | 125,000 | - | (62,500) | - | 62,500 | 62,500 | - | 62,500 | - |
| D Clarke | 750,000 | - | (500,000) | - | 250,000 | 250,000 | - | 250,000 | - |
| J Lemish | 375,000 | - | - | - | 375,000 | 375,000 | - | 375,000 | - |
| D Clarke | 750,000 | - | - | - | 750,000 | 750,000 | - | 750,000 | 750,000 |
| J Lemish | 375,000 | - | - | - | 375,000 | 375,000 | - | 375,000 | 375,000 |
| R Noon – tranche 1 | 750,000 | - | - | - | 750,000 | - | - | - | - |
| R Noon – tranche 2 | 1,000,000 | - | - | - | 1,000,000 | - | - | - | - |
| R Noon – tranche 3 | 1,250,000 | - | - | - | 1,250,000 | - | - | - | - |

**27. Related party transactions (con't)**

All share options issued to key management personnel were made in accordance with the provisions of the employee share option plan.

During the financial year, 750,000 options (2007: 500,000) were exercised by key management personnel at an exercise price of $1.2284 per option for 750,000 ordinary shares in Webjet Limited (2007: 500,000) No amounts remain unpaid on the options exercised during the financial year at year end.

**(c) Transactions with other related parties**

**Transactions between Webjet Ltd and its related parties**

Amplify Services Pty Ltd, of which Richard Noon is a director, was paid a total of $1,266,768 (2007: $1,546,585) of which $999,887 (2007: $1,413,028) relates to third party search engine payments for entities such as Google and Yahoo and $266,768 (2007: $133,557) relates to consultancy search management and design services. At 30 June 2008 $39,874 (2007: Nil) was payable to Amplify.

During the year a decision was made to pay all third parties directly and only payments relating to Amplify's services will be paid directly to them. Richard Noon is independent of any decisions and contractual arrangements with Amplify.

| | 2008 $ | 2007 $ |
|---|---|---|
| Amplify – consulting and management fees | 266,768 | 133,557 |
| Third party search engine – eg. Google, Yahoo | 999,887 | 1,413,028 |
| | 1,266,655 | 1,546,585 |

Minter Ellison Lawyers of which Don Clarke is a principal was paid a total $296,654 during the year. All transactions were conducted on a commercial arms length basis and charged accordingly. Mr Clarke became a director of Webjet 10 January 2008.

**(d) Wholly-owned group transactions**

**Loans**

As at 30 June 2008 Webjet Marketing Pty Ltd owes Webjet Ltd $1,393,938 (2007: ($3,553,727)). An additional amount of $1,221,691 (2007: Nil) is also payable as part of the tax sharing arrangement.

**Royalty Payments**

As at year end, both Webjet Limited and Webjet Marketing Pty Ltd have recognised a royalty payment expense from Webjet Marketing Pty Ltd to Webjet Limited for $2,915,216 (2007: $2,186,832).The royalty payment has been charged based upon a licence agreement between the entities.

**(e) Normal course of business**

These transactions are in the normal course of operations and are measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties, and which in management's opinion is comparable to amounts that would have been paid to non-related parties.

## 28. Remuneration of auditors

| | Consolidated | | Company | |
|---|---|---|---|---|
| | 2008 $ | 2007 $'000 | 2008 $'000 | 2007 $'000 |
| **Auditor of the parent entity** | | | | |
| Audit or review of the financial report | 52,000 | 43,000 | - | - |
| | 52,000 | 43,000 | - | - |
| **Related practice of the parent entity auditor** | | | | |
| Preparation of the tax return | 12,000 | 10,860 | - | - |
| Other non-audit services (R&D) | 5,980 | 3,973 | | |
| Other non-audit services | 15,100 | - | - | - |
| Other non-audit services | - | - | - | - |
| | 33,080 | 14,833 | - | - |

The auditor of Webjet Limited is BDO Kendalls (SA). There were no other audit firms engaged.

## 29. Other information

The consolidated entity operated in one business segment being internet based travel booking services. The consolidated entity operates from one geographical segment being Australia.

During the financial period a $10M credit facility with the ANZ Bank was arranged. The facility was not drawn against at any time and was terminated on the 11th of January 2008.

## 30. Subsequent events

A final dividend of 3 cents per share has been declared by the directors for payment 9 October 2008. There were no other subsequent events.

BDO Kendalls

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**Auditor's Independence Declaration**

**Under s307C of the Corporations Act 2001**

**To the Directors of Webjet Limited and Controlled Entities**

As lead auditor for the audit of Webjet Limited for the year ended 30 June 2008, I declare that to the best of my knowledge and belief, there have been no contraventions of:

(i) the auditor independence requirements of the Corporations Act 2001 in relation to the audit; and

(ii) any applicable code of professional conduct in relation to the audit.

This declaration is in respect of Webjet Limited and the entities it controlled during the period.

**Gregory R Wiese**
Partner

**BDO Kendalls (SA)**
Chartered Accountants

5 August 2008

# Additional stock exchange information as at 30 June 2008

**Number of holders of equity securities**

*Ordinary share capital*

74,860,752 fully paid ordinary shares are held by 2,571 individual shareholders.

All issued ordinary shares carry one vote per share.

*Options*

4,000,000 options are held by 3 individual option holders.

Options do not carry a right to vote.

**Distribution of holders of equity securities**

| | Fully paid ordinary shares | Options |
|---|---|---|
| 1 – 1,000 | 603 | |
| 1,001 – 5,000 | 1,247 | |
| 5,001 – 10,000 | 300 | |
| 10,001 – 100,000 | 373 | |
| 100,001 and over | 48 | 3 |
| | 2,571 | 3 |
| Holding less than a marketable parcel | 17 | |

**Twenty largest holders of quoted equity securities**

| Ordinary shareholders | Fully paid ordinary shares | | Partly paid ordinary shares | |
|---|---|---|---|---|
| | Number | Percentage | Number | Percentage |
| National Nominees Ltd | 9,444,449 | 12.62% | | |
| Thorney Holdings Pty Ltd | 8,366,146 | 11.20% | | |
| ANZ Nominees Pty Ltd | 6,824,902 | 9.12% | | |
| Mr Steven Scheuer | 6,224,785 | 8.32% | | |
| HSBC Custody Nominees | 5,662,977 | 7.56% | | |
| Invia Custodian Pty Ltd | 4,133,276 | 5.52% | | |
| Cogent Nominees Pty Ltd | 2,299,545 | 3.07% | | |
| Mr John Lemish | 1,647,087 | 2.20% | | |
| JP Morgan Nominees Australia | 1,465,931 | 1.96% | | |
| Brincliff Pty Ltd | 1,323,423 | 1.77% | | |
| JDV Limited | 1,016,227 | 1.36% | | |
| Ms King-Eng Tan | 905,631 | 1.21% | | |
| Mr Chris Carr & Mrs Betsy Carr | 875,000 | 1.17% | | |
| Citicorp Nominees Pty Ltd | 799,225 | 1.07% | | |
| Mr Ian Bootes & Mrs Kylie Bootes | 748,750 | 1.00% | | |
| Crimson Skies Pty Ltd | 539,804 | 0.72% | | |
| Mr Richard Noon | 538,829 | 0.72% | | |
| Mr John Lemish and Mrs Sue Lemish SF | 525,000 | 0.70% | | |
| RBC Dexia Investor Services | 451,801 | 0.60% | | |
| Mr Dean Maidment | 450,000 | 0.60% | | |
| | 54,262,768 | 72.48% | | |